

Transformation tips

Stay present	Presence is the key to innovation, leadership and thriving business. It keeps you responsive, not reactive, and open to opportunity. Presence is the path to self-actualisation.
Support creativity	Humans are creative beings. We create our own reality and are healthiest when in a state of ongoing inventiveness. Everything business needs, and more, is in the enterprising and resourcefulness of people, so nurture and encourage it as a way of being.
Allow evolution	Whereas managing change meant controlling, managing transformation is liberating. Your business and the people in it have innate intelligence – allow it to manifest. The results will surpass your expectations and staff will stick around.
Keep it fun	If you aren't enjoying it thoroughly, what is the point? Enlightened living and business are inherently meaningful and invigorating. Use serious fun for all as a guide.
Again, stay present	It all begins and ends here. Presence contains all you need.

subject to probability. In transformation, the past is a hindrance, the future unknown and the present the only constant. In the present there is limitless power. In awareness and presence, transformation reveals its magic. But magic, when you are clinging to the past or worse, trying arrogantly to enforce your control, will seem ruthless and baffling. Your size, history and asset base

will betray you. Unless you evolve, your success will become your failure. You face awakening to what is real, true and important. That includes letting go of what is not.

Quit wasting time

By the time you have developed a change management plan and policy, things will have changed many times over. By the time you have tried to implement it, you are out of business. You look around and, while everyone was wasting their time in meetings and writing pointless documents, transformation has implemented you.

Strategies and policies these days are for fools. We know how they detract from what matters and keep people busy while opportunity passes them by. We know they never get implemented or work out as planned. Conscious and intelligent people are the only chance of adaptability and sustainability.

Consciousness is hampered by a past-based focus on the future. Intelligence is innate and inspired and this needs liberated and self-actualising people.

Individuals going out on their own, either by choice or through circumstantial pressure, are looking deeper into who they are and

strategically at what their world needs. They are fed up with being compromised and alienated. With nothing to lose, they are opting to be themselves for a living. There is greater purpose, freedom and growth in their entrepreneurial endeavours.

Organisations need to offer staff the same opportunity and challenge to self-actualise. They need to do so to attract and retain top talent and also to be of ongoing value to their clients. This isn't about patronising people with lip service or seducing them with salaries, but a shift to authenticity.

That shift happens on all levels. It is existential, for the individual and the business. The people and the organisation need to dispose themselves to transforming. They need to engage in respective and collective journeys of spiritual growth. The direction to

Transformation is quantum in nature, so you cannot forecast it – you can only be more conscious so that you can respond to it intelligently

face is towards personal and communal enlightenment, and that is in the here and now. Enlightened people and enlightened businesses are more conscious and growing in insight and responsiveness. They risk the known for the unknown, the probable for the possible. The new comes at a price that is worth paying, rather by choice than in desperation.

Are you choosing awakening and intelligence for yourself, your community of coworkers and clients, and your organisation? Enlightened people and businesses manage themselves and transformation is transcendent for everyone involved. **35**



About the author

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