

Knowledge and Spirit in the Workplace

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Knowledge is valued today, probably more than at any other time in history, and is sought by people and organisations through education, reflection and interaction. Institutions guard their "intellectual property" and sometimes sell it or steal it.

But is knowledge a commodity? Can it be acquired and traded like other commodities? Knowledge is said to exist in books, on computers and, primarily, in human beings. By what process do we come to know? How can a company manage its knowledge to ensure that it grows - does not die?

There are **seven aspects of knowing** which are blind spots for many of us. The latest science of human perception and communication helps individuals and organisations to see into these blind spots. New ways of looking at things create new opportunities in the workplace.

The worth of an organisation consists mainly of its people, not just their intellectual capital, but their human spirit as well. This interactive presentation explores the science of knowing and its connection with the elusive properties of the human spirit.

As an adjunct to scientific explanation I use simple songs that are written specially for the situation or the concept. These are intended to provide a contrasting experience of human communication and knowing in which the crucial elements are recognised as **connection** and **flow** - not an exchange of information.

Singing together is an ancient practice, associated in the past with work, the value of which is still recognised in religious practice, in commercial advertising and teaching, more so in indigenous cultures. I mean it as a metaphor for the many ways in which we keep knowledge alive by caring interaction - as if in a dance, or playing together - with a lightness that lessens obstacles to knowing such as ego and taking ourselves too seriously.

A Little Knowledge

What's a little knowledge amongst friends?
Is it true that knowledge never ends?
Where then does it come from, who has got it now?
I would like to get some if I've not forgotten how!
What's it worth in dollars? It depends
What's a little knowledge amongst friends?

Knowledge is not everything it seems
Much of it is playing in our dreams
When we are connecting, something new is born
But when we are cornered, all we knew is gone
Confidence and loving is the key
Knowledge lives where spirit can run free

**What's a little knowledge amongst friends?
Is it true that knowledge never ends?
Where then does it come from, who has got it now?
I would like to get some if I've not forgotten how!
What's it worth in dollars? It depends
What's a little knowledge amongst friends?
What's it worth in dollars? It depends
What's a little knowledge amongst friends?**

Song of Autonomous Unities

**I am an autonomous unity
My structure is very profound
While everything else is a line to me
To me I am perfectly round
My history mystery I will unveil
Believing I know as I do
This world I bring forth is my own and I love
Your autopoietical you
Not hypothetical, just parenthetical,
Autopoietical you**

Making it Happen

Making it happen is like, in the moonlight,
Watching the shimmering waves in the sea
Making it happen is mostly just being
Aware of the movement in you and me

**Only together it flows
Not one of us really knows
Only together it flows
Not one of us really knows**

Making it happen is hearing that movement
Conscious, unconsciously, setting it free
Making it happen is like, in the moonlight,
Knowing the darkness is meant to be

Only together it flows etc.

The Second-Order Song

If I'm doing something to it, it's an object
To objectify existence is a must
By discovering the objects all around me
I know my world is something I can trust
(*Trust!!* *Trust??*)

But what if it is doing something to me?
Have I become a victim of its way?
Could it be I've given it my power?
How come I don't seem to have a say?

**Second order, second order,
Second order singing is a song, song, song,
Second order, second order,
Second order singing is a song.**

What is this that I am doing to it?
Giving it its objectivity
As if it was completely independent
Of little, old, good-for-nothing me

I do believe that I was its inventor
Perhaps I only have myself to blame
What I do and what it does are not different
The action and the object are the same.

**Second order, second order,
Second order singing is a song, song, song,
Second order, second order,
Second order singing is a song.**

SEVEN ASPECTS OF KNOWING

love is all
UNITY

we know as we do, in conversing
KNOWLEDGE

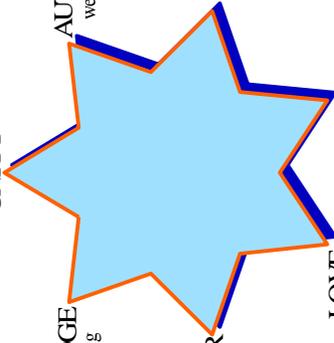
we are autonomous and connected
AUTONOMY

we are our history of connections
SURRENDER

operationally-closed and self-organising
CLOSURE

connection is emotional
LOVE

we bring forth our world
PERCEPTION



Seven Aspects of Individuals and Organisations

CHAKRAS	KINDS OF POWER ¹	ASPECTS OF KNOWING	LEVELS OF CORPORATE CONSCIOUSNESS ²
root or base	physical power	AUTONOMY we are autonomous and connected	SURVIVAL financial security, profitability
belly	the power of relationship	CLOSURE operationally-closed, self-organising	RELATIONSHIP communication, employees/customers
solar plexus	personal power	PERCEPTION we bring forth our world	SELF-ESTEEM efficiency, productivity, best practice
heart	emotional power	LOVE connection is emotional	TRANSFORMATION collective learning, participation
throat	the power of will	SURRENDER we are our history of connections	ORGANISATION shared vision and values
brow	the power of mind	KNOWLEDGE we know as we do, in conversing	COMMUNITY employee fulfilment
crown	the power of spirit	UNITY love is all	SOCIETY long-term contribution

¹ Based on Caroline Myss, Anatomy of the Spirit, Bantam Books, New York.

² Based on Richard Barrett & Associates <http://www.corptools.com/>

The Conversing Café

I talk to people at work every day
And I'm affected by things that we say
We talk for power or self preservation
Winning the argument, justification
Needing agreement to guarantee outcomes
Separately having our way

**I long to be able to speak without fearing
Trust and belong as a part of the whole
When we're conversing we're working together
Not just our minds but our heart and our soul**

**For I've seen the sparkling eyes
I have felt that connection
We came together not to persuade
But to treat each other well
In this together whatever we say
At the Conversing Café
In this together whatever we say
At the Conversing Café**

Talking and listening we do every day
Cultures created by all that we say
Speaking oppression, how heavy the heart is
Lightness and laughter are not just for parties
Speak without needing the answer you wanted
Let out your spirit to play

**So we are able to speak without fearing
Trust and belong as a part of the whole
When we're conversing we're working together
Not just our minds but our heart and our soul**

**For I've seen the sparkling eyes
I have felt that connection
We came together not to persuade
But to treat each other well
In this together whatever we say
At the Conversing Café
In this together whatever we say
At the Conversing Café**

No Singing Allowed in this Boardroom

There's no singing allowed in this boardroom

The company motto is clear

We sponsor the arts and we do know the score

But business dictates what the workplace is for

And everyone knows there's no singing in here

The boardroom is where great decisions

Are made in a rational way

Directors are logical, clear in the mind

Entrusted, responsible, whom you won't find

Stooping to sing-song and story and play

There's no time for frivolous pastimes

No taking off serious masks

Keep your eye on the ball, watch the field, to react

Hit targets and goals. Playing games would detract

From the performance of serious tasks

We cannot have singing in boardrooms

For reason must always prevail

For reason is power, emotion is not

Gut feelings, well, sometimes, they're worth quite a lot,

But reason is certain, so it cannot fail

All Hail, All Hail

All Hail to the power of reason

All Hail, All Hail

All Hail to the power of reason

[Pay attention, please. The Accountant has the floor.]

Some Key References

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Lloyd Fell (M.Rur.Sc., Ph.D., Grad.Dip.Soc.Ecol.) carried out research on brain hormones, stress and cognition, working mainly with animals, and then studied human perception and communication. He is currently Secretary of Spirituality Leadership and Management Network Limited, a not-for-profit organisation promoting all aspects of spirit at work, and enjoys writing, presenting and consulting on communication, stress and the science of wholeness.

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