

INDIVIDUAL AND CORPORATE WELLNESS

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Ms. Rashmi is the source of Aashwasan Science™ that encompasses all life's mechanisms, and is bringing path-breaking approach towards health and well being of organizations.

What is wellness? What is individual Vs Corporate wellness? Are there similarities? How can they be impacted? What causes unwellness and how can an unwell individual or organization move towards wellness? If we have to build a great society, great organizations or become great individuals, these are fundamental questions that we must ask and seek answers.

To understand corporate wellness, one must know about individual wellness. Health and wellness indicators have much in common. Health indicators point to the current state of an individual. An individual may be healthy today, but his/her current lifestyle may point to a state of un-health at a future date. Wellness on the other hand points to the overall state of the individual today and tomorrow. An individual who is going in the right path is more likely to enjoy a state of wellness throughout his/her life. Health is therefore a snapshot of the state of the individual at any given point of time. Another major difference between health and wellness is that health points to a physiological or psychological manifestation. Wellness on the other hand includes all aspects of a person from the subtle to the gross. If we look at the cause and effect cycle of health issue, the physiological issues are manifestation at the end of this causative cycle. The root cause start from a deeper source and over a period of time have an impact on the body and the mind.

There is no one right path for every individual. Every individual is unique and has to follow his own beckoning. There cannot be any rule that governs all of us. Books cannot teach us about the path, sermons cannot lead us to it, knowing oneself experientially is the only true way of reaching out to our path. It is also wrong to think that a path is created for all of us. A path unfolds as we tread it. Our current choices and actions determine how the path is going to unfold. If our emotions and thoughts are in line with our identity, and our choices and actions are in tune with emotions and thinking, then we will follow the true path. As we follow the path, the path unfolds more of itself. Growth and wellness follows when we follow this path. It is in this path that we act as one holistic unit-body, mind and soul going inexorably towards ourselves. When we go astray, the thoughts and emotions are not in sync with our true identity and our actions may take us away from our true path. Over a period of time these deviations magnify and create an alteration in our physiological and psychological mechanism. This in turn results in health issues. The path of experience not only leads us to the right path but also experientially reveals more of our identity to ourselves.

Just like individuals, every corporate is unique and has a unique path which will lead to its optimal growth and potential.

Just as one can see that an individual is unhealthy, one can feel the sickness of an organization. Corporate wellness points to a state of health currently and right set of actions which may result in a future state of health. Sickness and wellness are extreme opposites of a spectrum, an organization may exist in a state between them. The sense of extreme health and extreme sickness is palpable in any organization. Starting from the sense one gets when interacting with the individuals or the feeling one gets in the conference rooms or during routine interactions with the support staff - all this gives a very clear and common feeling about the state of wellness of an organization. A sense of lethargy,

business as usual may point to a stagnant organization. A highly charged organization with too much of energy and too much of movement may point to a hyperactive organization where energy is frittered sometimes in the wrong activities. Heightened levels of conflicts among teams, teams fighting for space or fighting for attention may point to a fragmented organization with no single thread connecting them. This sense of an organization is the gauge of the wellness of the corporate. Every corporate or organization has a true identity which reveals itself as the organization follows its true path. In this sense, the organization is very similar to an individual. While an individual is born with an identity, organization's identity is initially formed based on the stakeholders who get together to create an organization. Their dreams, their aspirations, the people who form the core team create a unique sense of identity. Once formed, this identity is independent of the individuals and has a unique sense of its own path.

If the organization feels and thinks in sync with this identity, a sense of harmony is created. If the actions of the organizations are in line with these thoughts and feelings the organization goes in a path of growth and wellness. Strong adherence to this identity creates strong and similar feelings and thoughts amongst the individuals forming the organization, whereas weak adherence to the corporate identity may result in fragmented thoughts and feelings amongst its individual members. For example, an organization where there is a strong undercurrent of innovation, where all members feel unafraid to innovate and do so on a regular basis points to a strong adherence to an identity. An organization with conflicts amongst its team members and groups may point to a weak adherence to the corporate identity. If decisions and actions are taken against the true path of an organization, it's diverges from its true identity and over a period of time this leads to malaise and results in sickness of the organization.

An organization may be well or unwell to varying degrees. The first thing is to know where it stands. This can be easily observed by the actions, thoughts and feelings of the individual members. A sense of belonging to an organization is a strong sign. Coherence of thoughts and behavior of individual members is a strong indicator. The strongest indication is the inexplicable sense that one gets when moving around in the organization and the feeling one gets when interacting with all the individual members. Vibrancy, resilience, strong sense of belonging, enthusiasm, positivity in a team, feeling of individual growth, ability to be oneself and not violating core principles of Self are all strong indicators of wellness. Stressed individuals, high levels of conflict, infighting amongst teams, blame games, low sense of belonging, all point to an organization that is unwell to some degree.

There are many tell-tale signs that point to the degree of wellness of an organizations. Just as in the case of individuals the normal tendency is to treat the problem at a symptomatic level. For example, if an organization suffers from high levels of attrition the tendency is to throw employee engagement programs or various other employment bonding programs to fix this issue. This may just be one sign. By looking for other signs and going to the root cause , one may be able to identify the exact nature of the problem. Invariably if one goes deep enough it points to a crisis at the level of organizational identity. It may be that the organization's identity is not manifested amongst all members or the identity is not articulated widely enough. The organization may be going in a path which is against it's very core or there may be blocks which prevent the expression of the true nature of the organization.

It is worthwhile to get a true understanding of the identity of an organization. One can then ensure that all individuals connect to this identity and there is a common thread which drives the organization. This results in greater degree of fulfillment, higher levels of motivation and engagement and higher degree of organization wellness and growth,

Aashwasan is a unique and one of it's kind spiritual science organization which has done pioneering work in the areas of organization wellness, organization identity and unleashing the optimal potential of an organization.



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