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THE ROAD TO SHAMBALA

for organizations and individuals

Shambala is a utopian idyllic place that supposedly exists in multiple realms of reality. It signifies a state of perfection and a complete sense of harmony of the body, mind and the soul. This idealistic state of existence has captured the imagination of people all over the world. It suggests a destination, a goal of perfection that can be reached by all. Though the destination itself may not be reachable, if one can see the path or the road to the destination and can experience what it would be, once the destination is reached, it can enrapture and motivate individuals globally to tread this path.

Shambala can be applied not only to individuals but also to organizations. Just like an individual, an organization also has 3 aspects of existence-soul, mind and body. The soul of an organization is the organizational intent, its purpose and potential. As individuals start the process of conception of an organization, the soul of the organization begins its journey of manifestation. The organization is then formed or is "given birth to" and it develops a mind and body. The mind of the organization is the culture - its behavior, tendencies, habits and patterns of reaction. Every organization has a unique set of attributes which determine how it reacts to external situations. The structure, the individuals and the stakeholders of the organization constitute its body. Complete harmony amongst all aspects results in perfect synchronization of the organization. The organization then travels in the optimal path and realizes its true potential. Just like an individual, an organization can make right or wrong choices when presented with any situation. Indeed there does exist a right and wrong choice for an organization given a situation. The right choice cannot be generalized, either across organizations or situations. Every situation demands a unique response. A right choice or action results in the organization travelling the road to Shambala and conversely a wrong choice leads it away from its true purpose.

Every destination is alluring if one can visualize the experience of the destination. So what would it be for an organization which has reached an advanced stage in its journey to Shambala? In such a situation there will be complete harmony between its soul, mind and the body. This essentially means that the intent/passion/purpose is completely aligned to its behavior/culture and the people. Every individual would be able to

connect automatically to the intent of the organization. Organization intent is powerful not because one can understand it intellectually, but because one can connect to it at a very deep level of existence. When this happens one feels impelled to act according to this organizational intent. Every individual then knows exactly what they should do and how should they behave in any situation. Individuals will automatically know and connect their strengths to the organization requirements. There will be unspoken agreement about what to do, how to do it and when to do it. Since there is unspoken agreement, every individual will automatically know what the other individual is doing and would form automatic interfaces. of communication. Communication gaps disappear, misunderstanding or wrong perceptions vanish. In such an ideal situation, there would not be any need for permanent

hierarchical structure or rigid policies. Depending on the situation and the competency of the individual, one will assume the role of leadership and others would follow the leader. Different roles will automatically get assigned based on the competency of the individual.

The individual does this instinctively because they are able to connect to themselves within and relate it to what the organization needs at that moment. This also implies that the individual is completely in sync with themselves. Such deep harmony and synchronization is very infectious. Leadership itself is very infectious. It spreads like wildfire and every other individual is imbued with the same quality. Work life and personal life merge into one since one starts acting from one's innermost needs and drive. Obviously such an organization is acting in a state of complete flow. Such an organization is also fluidic and there is no preset response. The hierarchy of the organization, its culture and its behavior change from time to time.

The dream of such a destination is compelling enough for one to seek the road to it. How does one travel in this path? Organizations need to get into the journey of self-realization. They need to dive deeper into themselves and experience the intent, the purpose and its potential. The journey commences with a journey inward and as one progresses in this journey, the road to Shambala unveils itself.

[R. Rave is a practitioner of Australian and trustee of Australian Foundation a unique global movement, a spiritual science organization which has worked with many organizations across the world and made them realize their infinite self—thereby helped them in realizing their true potential. Australian has helped many organizations to travel the path of inward journey.]

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