

Connect. Integrate. Become One.



International Day Of Yoga | 21 June 2017

Join us at <http://en.heartfulness.org/international-yoga-day/>

International Day of Yoga Celebrations

Heartfulness Meditation With Daaji | 21 JUNE 2017

Heartfulness Institute is happy to join the international community in the celebration of International Day of Yoga on 21 June .

Yoga is a way to connect with the higher Self and integrate all aspect of life so as to live in balance and harmony. It brings us closer to nature and helps us move towards oneness. This is the real promise of Yoga.

Daaji, Global Heartfulness Teacher, will be giving a video message on that day. The livecast of Daaji will start at 07:00 AM IST of 21 June and continue until Sunday 25 June.

To Register : <http://en.heartfulness.org/international-yoga-day/>

Toll free number (India): 1800 103 7726

Toll free number (International): 1844 879 4327

Heartfulness Trainers : <http://heartspots.heartfulness.org/>

For queries: info@heartfulness.org

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ENGAGE TO RETAIN



Dr Elizabeth Denley

www.Heartfulness.org

One of the most difficult tasks of any HR Manager in the 21st century is retention of good employees. Fifty years ago, employees stayed loyal to a company for their whole career, only changing jobs under circumstances of difficulty, but these days this is not the case, especially in the fast-paced IT world.

You can go to an IT hub in any big city in India and find scouts waiting to lure consultants from one company to another. The whole concept of loyalty has gone for a toss. As a result, it generally falls on the shoulders of the HR team in any company to find innovative and creative ways to keep employees happy and fulfilled without bowing to unreasonable demands. That means finding a balance between offering good salaries, support, training and career development, and keeping the company's interests in mind. It has to be 'win-win', to coin an overused catch phrase.

Employees are often hired for their professional and technical skills, many times in response to an immediate requirement from one of the company's clients. Yet research shows that a successful career with a path towards leadership in a good company requires the soft skills of Emotional Intelligence, also known as EI (see the work of Daniel Goleman).

So what do the best companies do about this? Take the example of Google: they offer their employees training courses in soft skills, and since 2007 Google has offered its most popular course yet, entitled 'Search Inside Yourself' which is based on meditation. Why is it so successful? Because everyone now knows that EI is good for your career, and research shows that EI develops with meditation. Anything to achieve success and make lots of money!

Let's look at some of the qualities described by Goleman as being components of EI – self-awareness, self-regulation, motivation, empathy and social skills. Why are these skills so important in career success and therefore job satisfaction? If you study the work of Dr Ichak Adizes on management, one of the things he says is that a high turnover of staff is an indicator of mismanagement (although in today's IT world that is not the only truth). He also says that a good leader or manager must excel at being an integrator or harmonizer. This requires EI. It requires the ability to listen, empathize, communicate effectively, manage and engage people and build teams, delegate effectively, and most importantly to trust, nurture and appreciate employees in the workplace.

When we explore these qualities in more depth, we realize that they are all qualities of the heart, not of the intellect or ego. So as HR personnel, if we really want to engage with employees, retain them, and build stronger communities in our companies, we need to develop the heart. In the words of Antoine de Saint-Exupéry, in *The Little Prince*,

*It is only with the heart that one can see rightly;
what is essential is invisible to the eye.*

How to do this? It is simple actually. Put your focus on the heart, do a heart-based meditation, and exercise the heart (figuratively) by using it and paying attention to it. A really good way to do this is to practice Heartfulness meditation with the help of Yogic transmission, which nurtures the heart so that EI develops naturally.

Try it! If you would like a trainer to visit your company to demonstrate the Heartfulness corporate programs, please contact in.cconnect@heartfulness.org.

He never becomes a leader in whose love there is a consideration of high or low... He whose love knows no end, and never stops to consider high or low, has the whole world lying at his feet.

—*Swami Vivekananda*

People with well-developed emotional skills are also more likely to be content and effective in their lives, mastering the habits of mind that foster their own productivity; people who cannot marshal some control over their emotional life fight inner battles that sabotage their ability for focused work and clear thought.

—*Daniel Goleman*

... the mistakes that we commit during our conscious activities arise mainly out of our conversations. Most of our mistakes largely depend on what we should not have uttered, and the way we speak. Even the way we don't speak at times conveys a lot.

—*Kamlesh D. Patel*



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