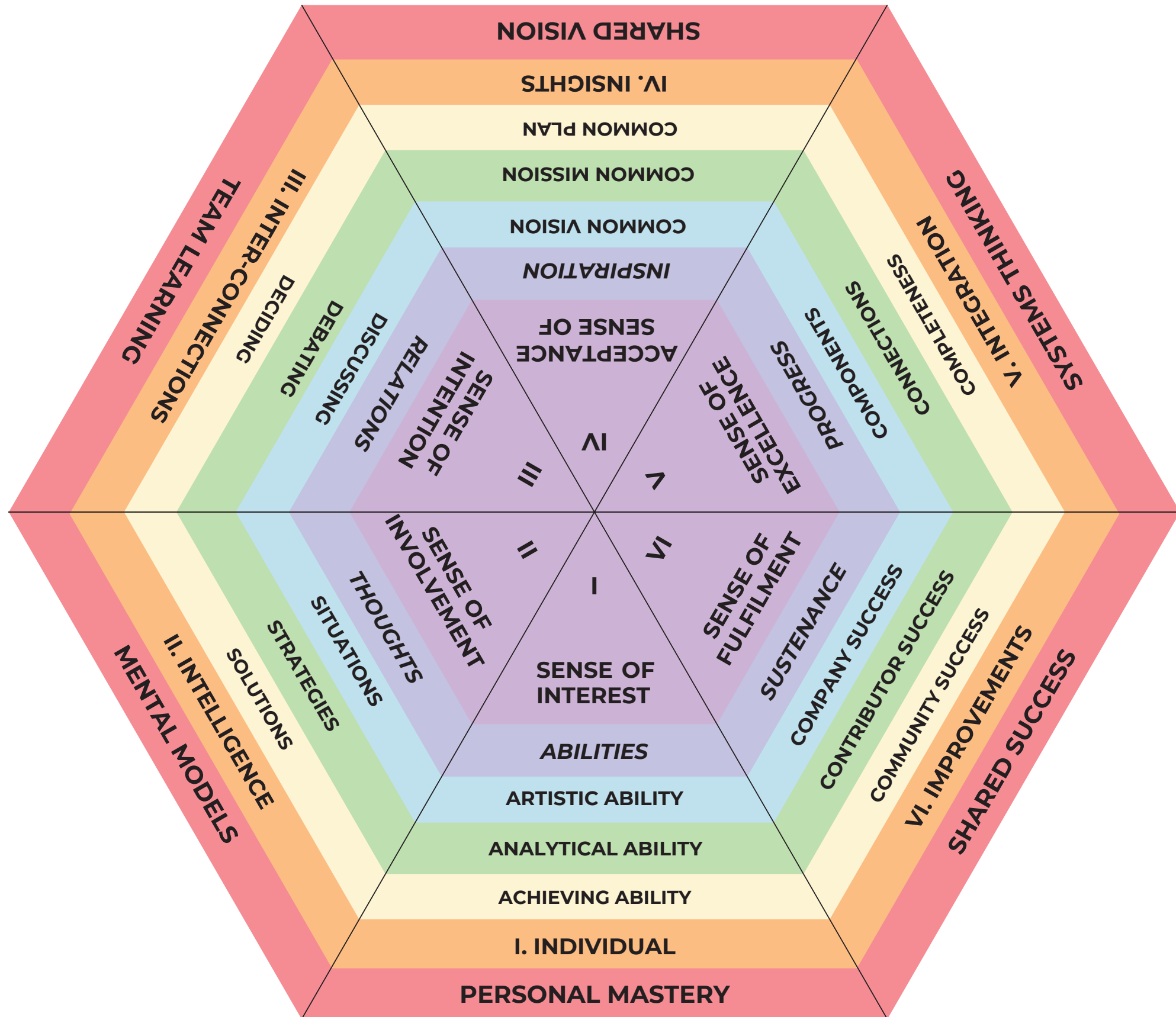


SIXTH SENSE

G. Narayana

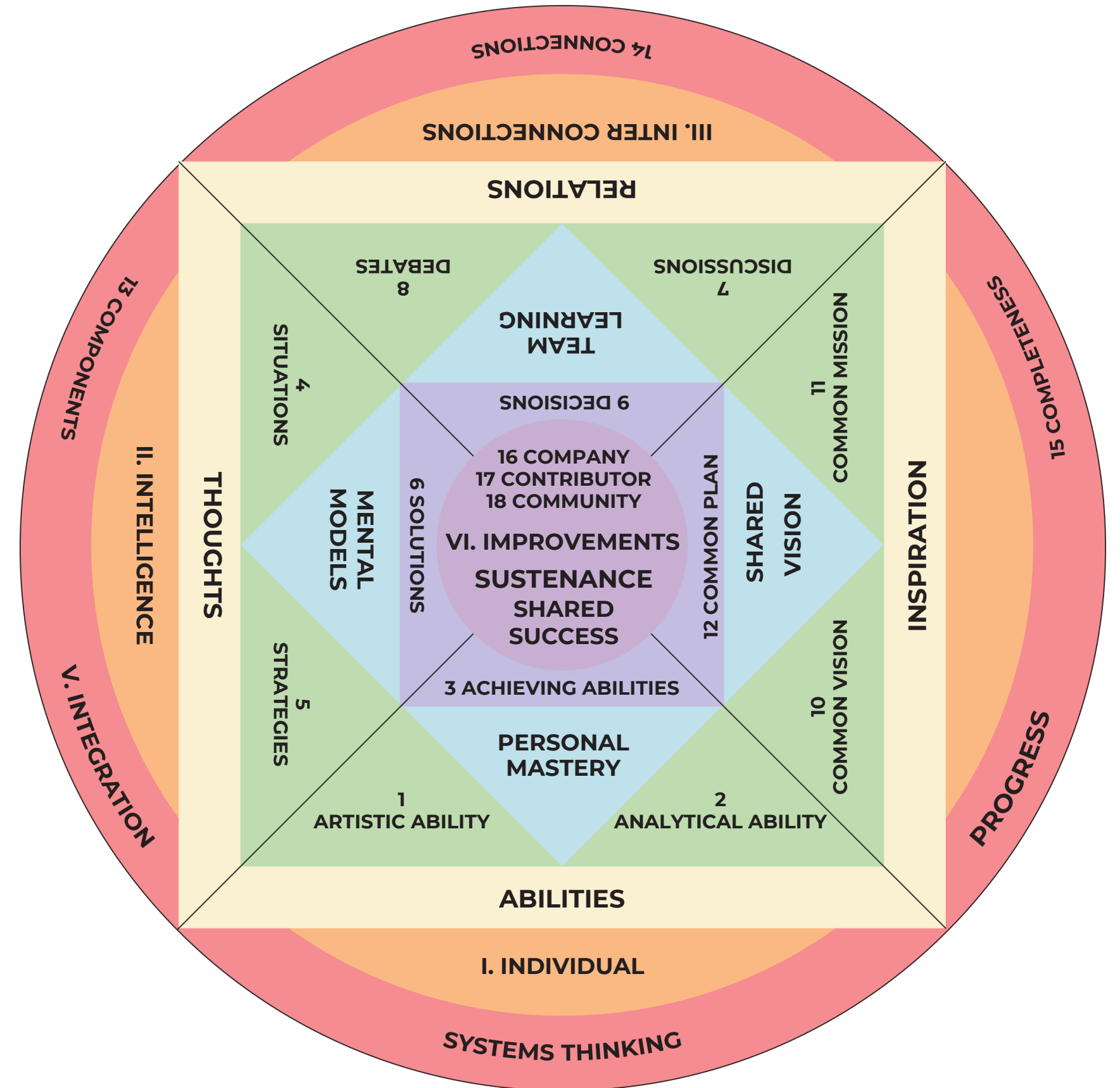
INGREDIENTS FOR SUCCESSFUL LEARNING ORGANIZATIONS



SIXTH SENSE

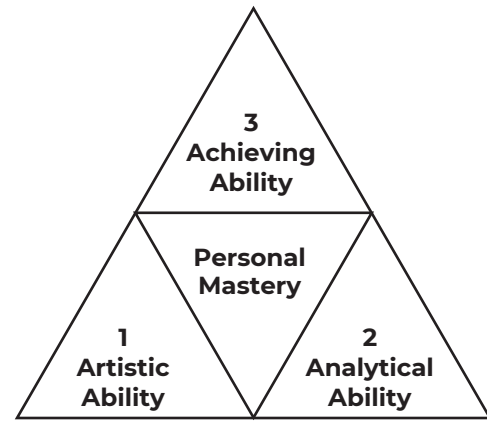
G. Narayana

INGREDIENTS FOR SUCCESSFUL LEARNING ORGANIZATIONS



This is the extension, expansion, enrichment and enhancement of "Fifth Discipline" of great Mr. Peter Senge about learning organization. "Sixth Sense" is an effective way to ensure that learning organisation becomes self sustaining through addition of "Sixth Sense" of shared success – Narayana

I
INDIVIDUAL



ABILITIES

Individual is basic human spirit of organization creating, continuing, concluding consciousness and beyond.

- **Abilities** are inner capabilities, skills, understandings, qualities and excellences in human beings.
- **Personal Mastery** is super ability of combination of artistic ability, analytical ability and achieving ability for imagination, investigation, initiation and implementation.

Personal Mastery is First Discipline of Leadership Ability

The requirement in leader of Personal Mastery is Interest in whatever he undertakes as his subject.

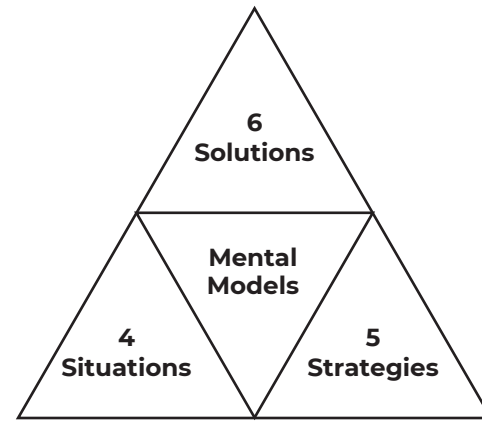
- **1. Artistic ability** is ability of imagination. This is right brain ability with Intuition.
- **2. Analytical ability** is left brain ability of logic, analysis and critical examination.
- **3. Achieving ability** of implementation for results using artistic ability and analytical ability.

Artistic ability and Analytical abilities are two wings and achieving ability is head moving forward.

Leader of Personal Master flies ahead in performance with the help of Artistic ability and Analytical ability, attaining results with Achieving ability for moving ahead.

INTEREST IS FIRST SENSE

II
INTELLIGENCE



THOUGHTS

Intelligence is Thought ability and Think-tank resource of organisation for creating mental models for progress.

- **Thoughts** are ignition points of ideas for creating mental models to relate and deal with situations and strategies.
- **Mental Models** are pictures of what, where, when, who, how and why of situations, strategies and solutions.

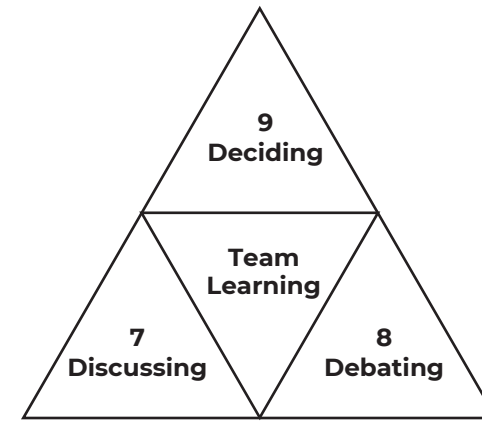
Mental Models are Second Discipline of Leadership Thinking

The basic requirement in leader of Personal Mastery is Involvement in whatever he implements as his subject.

- **4. Situations** include present of strengths, weaknesses, threats, opportunities, priorities, resources, urgencies and importances, co-operations, oppositions, supports and inspirations.
- **5. Strategies** are to be developed using mental models for utilising opportunities, meeting the challenges and also to convert challenges into opportunities. Strategies are required for immediately attending urgencies while at the same time parallelly attending to importances.
- **6. Solutions** are to be found and created with available and acquirable resources with economy, efficiency, and effectiveness. Optimal solutions are possible and feasible. They are to be found with tenacity and flexibility. Solutions are to be searched, researched and found by self, teams, knowledge sources and gurus.

INVOLVEMENT IS SECOND SENSE

III
INTER-CONNECTIONS



RELATIONS

Interconnections insure mutuality of Interdependence.

- **Relations** are essential for co-operation, co-ordination, co-creation and co-existence. Relations help us receive what we do not have and to offer what we have, which others need. Relations help us to improve depth of our understanding and width of our experiences, like rivers joining each other.
- **Team Learning:** Tuning, Energy, Adjustment and Mission — Let us be supported together, let us be protected together, let us learn together, let us work together, let us progress together without friction.

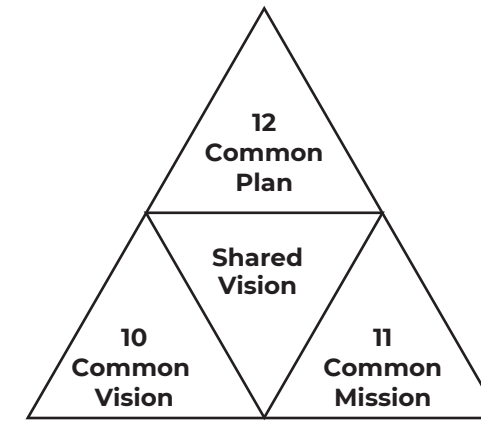
Team Learning is Third Discipline of Win-Win Togetherness

The basic requirement in leading for Team Learning is Intention.

- **7. Discussing** is a connecting conduit. It is an exchange of openly thinking together. Then speech, mind, intellect become as connecting platform. In this open platform you can ask what you do not know and share what you do know. With this two way process you will grow and glow. Share knowledge, information, ideas and solutions for holistic progress.
- **8. Debating:** is point, counter point loud analysis. Debating includes different angles all around. Ask whatever but make sure that debate does not become a fight. At some point look for common agreement.
- **9. Deciding:** After all discussions and debate, decision is must. Decision concludes discussions and arguments and generates direction for future action. Action only gives results. Decision is the fulcrum of actions and results Any opinion is ok during discussion but after decision there is only one common opinion. There has to be intention in all to follow, implement, achieve as per decision.

INTENTION IS THIRD SENSE

IV
INSIGHTS



INSPIRATIONS

Insights are inner understanding for inspired progress.

- **Inspiration** is at spirit level. Instigation is at physical level. Motivation is at mind level. Stimulation is at thought level. An inspired person moves, gives, loves and proves on own without any external incentive. Inspiration is inner drive.
- **Shared Vision:** Vision is the picture of image of future or organisation. When that picture is generated, developed, improved and accepted by all it becomes shared vision, which is owned by all. Shared vision is the basis for shared mission and shared plan and actions.

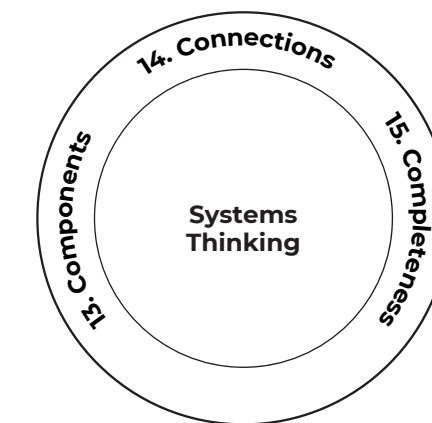
Shared Vision is Fourth Discipline of Oneness without Levels, Division

The basic requirement in leading for shared vision is Acceptance.

- **10. Common Vision:** Vision is the picture of future. Common vision of organisation is the picture of future organisation developed and created by all members together. Vision inspires, common vision inspires wonderfully. Common vision is to be generated by considering thousand possibilities, evaluating them and choosing them for optimal advantage. When all participate, each will own the vision and contributes to transform it to mission, action and reality.
- **11. Common Mission** is the engine that drives the implementation involving all members and resources.
- **12. Common Plan** is the detailed process including time, place, person and situation to transform resources to results and realities. Leader personal mastery transforms Dis-Organised-Group (DOG) into Group, Organisation, Direction (GOD) for inspired transcendence.

ACCEPTANCE IS FOURTH SENSE

V
INTEGRATION



PROGRESS

Integration is compound of all sources, resources, forces and courses for results, relations, realities and realisations.

- **A. Integration** is joining, combining, connecting, all masteries, models, learnings and visions to create one whole self sufficient system weaving together abilities, thoughts, relations, inspirations into a panoramic view of whole spectrum.
- **B. Systems Thinking** is the thought process of visualising all components, connected for completeness to generate consciousnessful contributing units, unification, union and universal utility.

Systems Thinking is Fifth Discipline of Inputs, Processes, outputs and feedbacks.

The basic requirement in leader for systems thinking is senses of excellence.

- **13. Components** are basic units, persons, departments, trees, towns and parts. Each part has its role for whole and whole has effect on each part. The health, strength, wealth and worth of each component is vital in determining the total worth and value.
- **14. Connections:** There has to be connection of all components to create completeness. Cement connects bricks to form wall and house. Ground connects trees to form forest. Love connects all people to form humanity. Responsibility connects all leaders and people to form a culture.
- **15. Completeness:** Fullness, completeness of house, forest, humanity and culture are overall around nourishing entities supporting and protecting all, where excellence shines. When each element and process is excellent the whole is super excellent.

EXCELLENCE IS FIFTH SENSE

VI
IMPROVEMENTS



SUSTENANCE

Improvements in systems, operation and contributions are essential to sustain the organisation.

- A. Improvements: Continuous improvements in all elements and whole organisation are imperative to compensate, arrest and neutralise natural delay of elements and systems. Improvements enhance, life, tenacity and quality of all parts and complete organisation.
- B. Shared Success: Sharing is vitalising. When success is shared by company with contributors and community. They will participate and further contribute enthusiastically and energetically. That way they will become partners in success with fulfilment.

That way they will become partners in all weathers.

SHARED SUCCESS IS SIXTH DISCIPLINE

This basic requirement in leader is sense of fulfilment.

- **16. Company Success:** is essential to sustain the organisation, contributors and community, profitability, productivity, market acceptance, stakeholder fulfilment, share holder satisfaction are measures and indicators of company success.
- **17. Contributor Success:** contributors are to be reorganised and honoured by sharing appropriately with them, the company success in both quantity and quality. Then, they will be energised and inspired to enhance their participation and value contribution.
- **18. Community Success:** Community supports and protects companies. Thus, a suitable part of company success is to be shared with community and country, through direct and indirect manner. So that they themselves will become sustainable and help the company to become and be sustainable

Shared success inspires and creates sense of fulfilment.

FULFILMENT IS SIXTH SENSE