

AWA Global

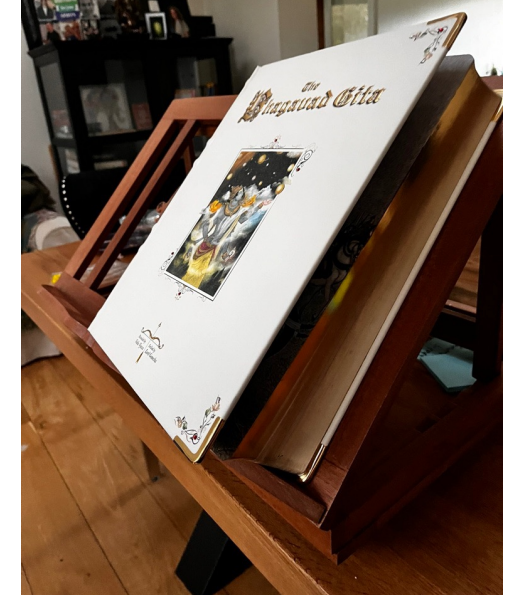
Deeper Change



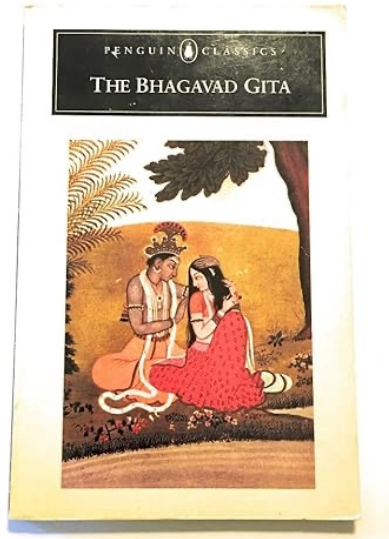
Simon Powers

CEO and Founder of AWA, Bryter Work, Deeper Change

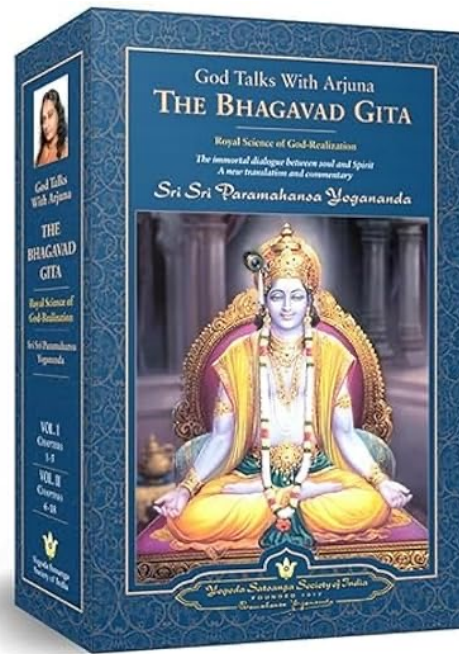
Seminar 1: Deeper Change: The Bhagavad Gita of Modern Leadership



# Sources



Penguin



Self-realisation fellowship



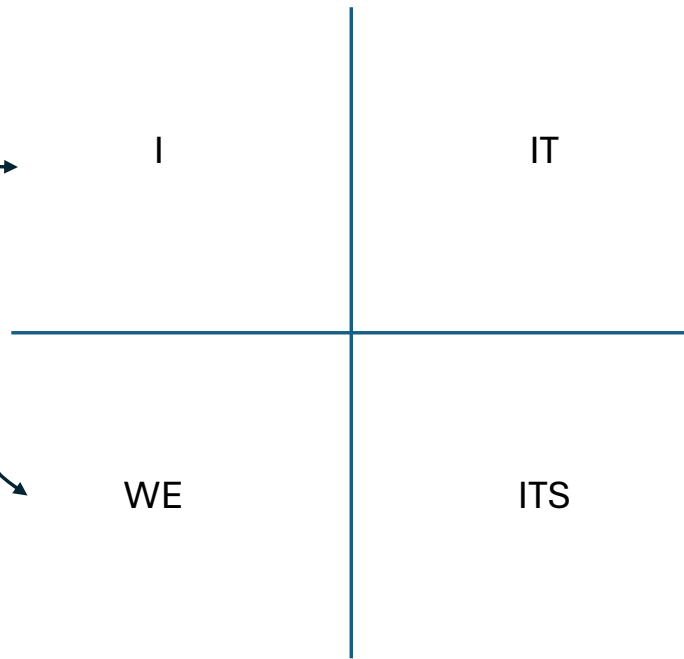
Vedic Cosmos

## Bhagavad Gita

1. Means “Song of the Spirit”
2. Written roughly 5000 years ago by the sage Vyasa
3. Is 700 verses long and is part of the much larger Mahabharata
4. Is from Hindi Philosophy in India
5. Describes the scientific path to self-realisation through the conversations of Arjuna and Lord Krishna
6. It is set at the beginning of an epic battle. The battle on the plains of Dharmakshetra Kurekshetra. Sanskrit for the field of action in the human body.
7. The war is between the Pandavas (discriminative intelligence) and the Kurus (sense impressions)
8. It is an allegory representing the path to realise oneself as an aspect of the whole.

# Insight 1

*Agile mindset  
people belief:  
Human beings  
are  
interdependent*

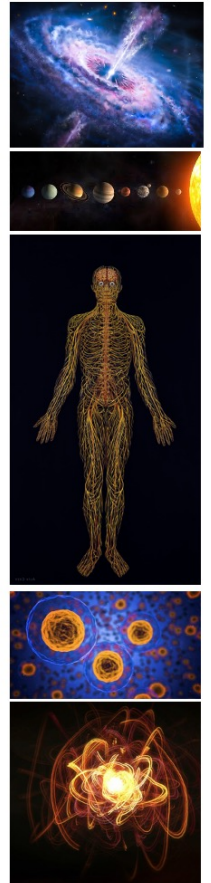


**You are not only singular.  
Possibilities are available in different holons.  
E.g. WE Space, Third entity, Systems field etc.**



Increase in size

- Universe
- Galaxy
- Solar system
- Planet earth
- World ecosystem
- World civilisation
- Nation
- State / County
- Organisations
- Departments
- Individual (you)
- Your psychological parts
- Nervous system
- Brain
- Brain cell
- Cell nucleus
- Molecule
- Atom
- Particle



# The people belief

*Individuals are both independent from and dependent on their teams and organisations.*

***Human beings are interdependent.** Given the right environment (safety, respect, diversity and inclusion) and a motivating purpose, it is possible for trust and self-organisation to arise. For this to happen, it is necessary to treat everyone with unconditional positive regard.*

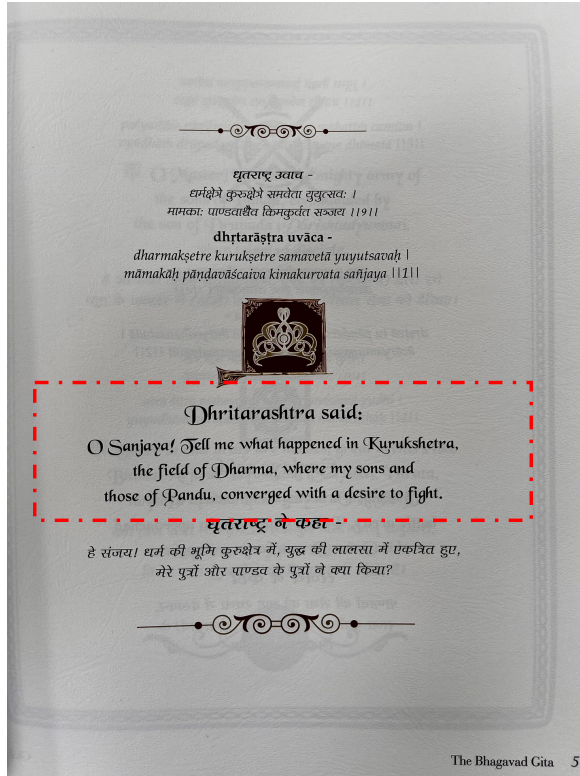
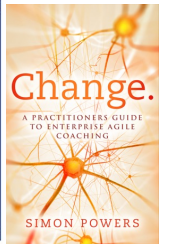
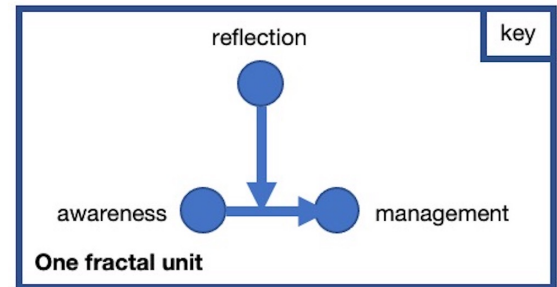
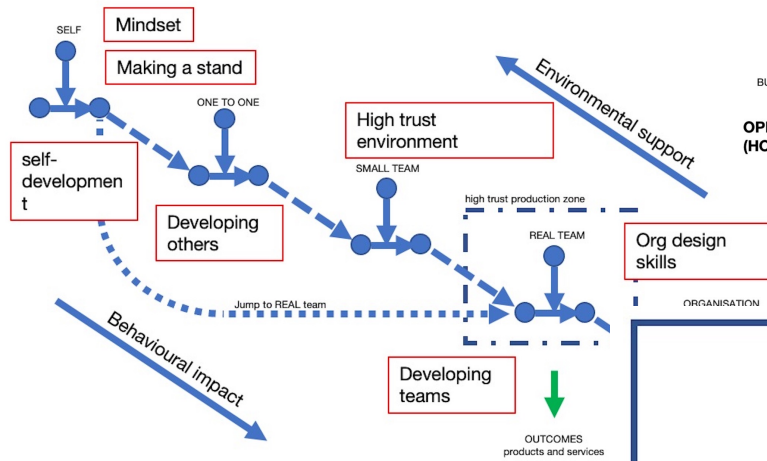
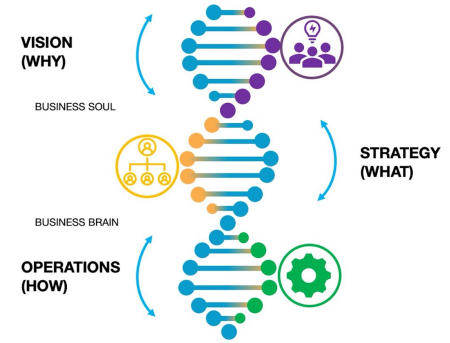
**1 + 1 ≠ 2**



# Insight 2

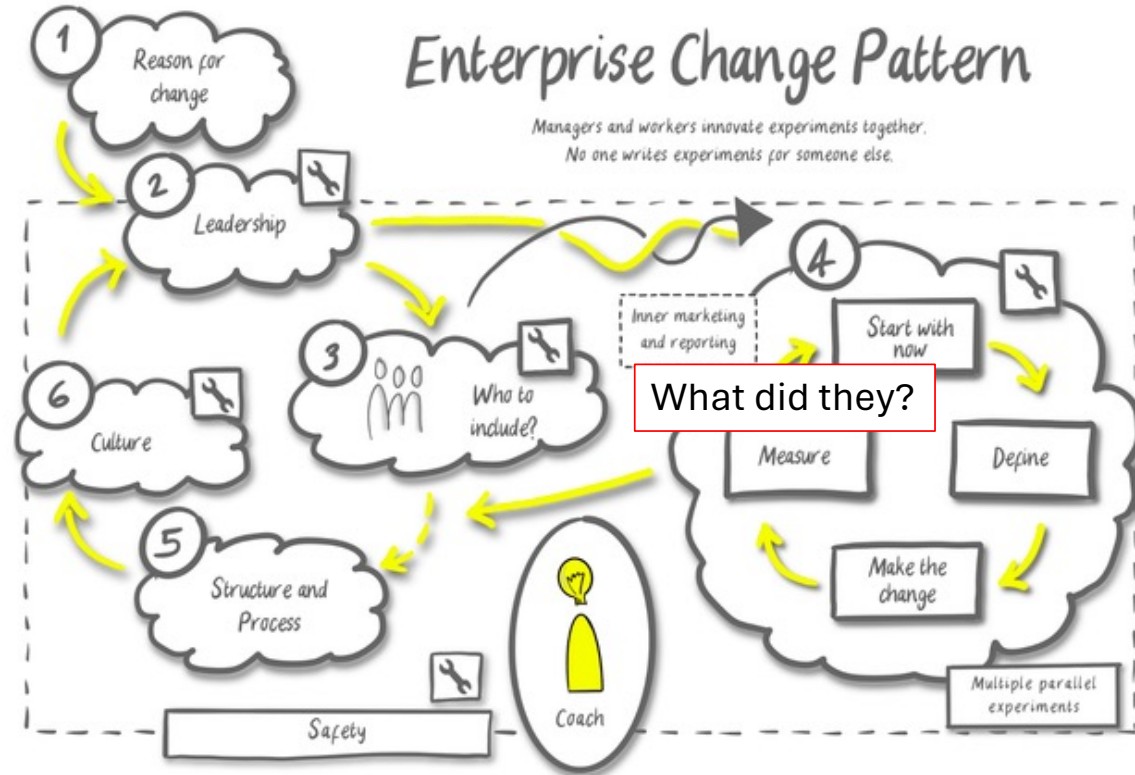
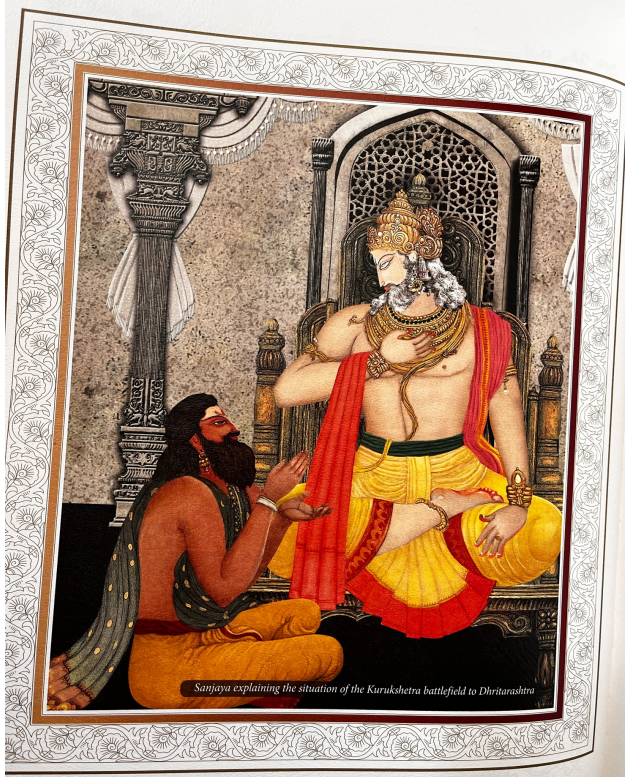
## The proactive belief

Proactivity in the relentless pursuit of improvement.



**Daily enquiry – Improvement mindset**  
**What did they?**

### Insight 3



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**Start with now. We are unable to see the whole picture until we expand our field of awareness beyond the mundane.**



# Insight 4

परश्वेतां पाण्डुपुत्राणामाचार्य महतीं चमसु ।  
व्यूढां द्रुपदपुत्रेण तव शिष्येण धीमता ॥३॥

paśvaitān pāṇḍuputrāṇāmācārya mahatīn camūm ।  
vyūḍhān drupadaputreṇa tava śiṣyena dhimata ॥3॥

O Master! Behold the mighty army of the sons of Pandu, commanded by the son of Drupada (*Dhrishtadyumna*), your talented disciple.

हे आचार्य! अपने नेहावी शिष्य, द्रुपद पुत्र (शुटदुग्ग) द्वारा रचे व्यूह के आकार में (खड़ी) पाण्डवों की इस विशाल सेना को देखिए।

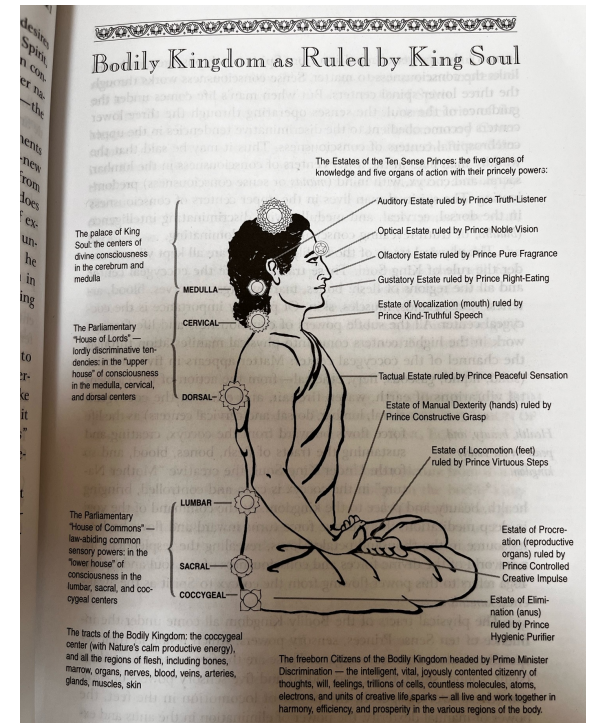
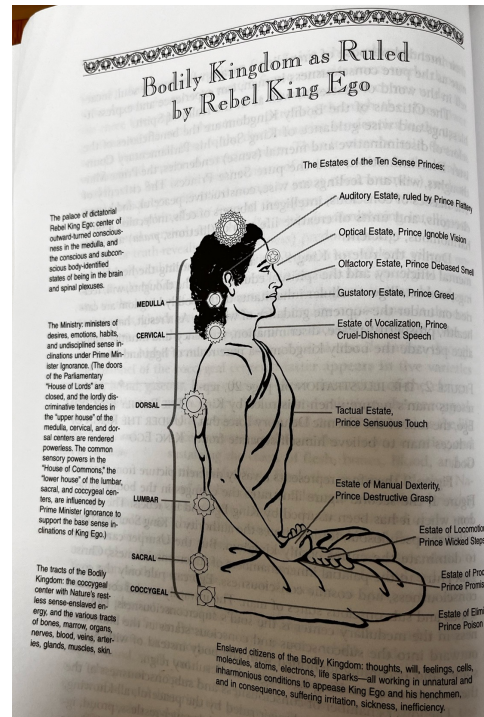
अथ शूरा महोत्थासा भीमार्जुनसमा युधि ।  
युयुधानो विराटश्च द्रुपदश्च महारथः ॥४॥

ātra śūrā mahōtthāsa bhīmāṛjunasama yudhi ।  
yuyudhāno virāṭaśca drupadaśca mahārathāḥ ॥4॥

There in that army are heroes, great archers like Bhīma, Arjuna, Yūyudhana (*Satyaki*), Virata, and Drupada, the mighty warrior chief.

वहीं (उस सेना में) भीम, अर्जुन जैसे महाबल धनुर्धारी, युद्ध में शूरवीर युयुधान (सात्यकि), विराट तथा द्रुपद जैसे शूरवीर महारथी योद्धा हैं।

The Bhagavad Gita



**Body wisdom – the power of emotions and feelings.  
Breaking habits that no longer suit. Key management skills. Lead by purpose.**



## Insight 5

VISION  
(WHY)

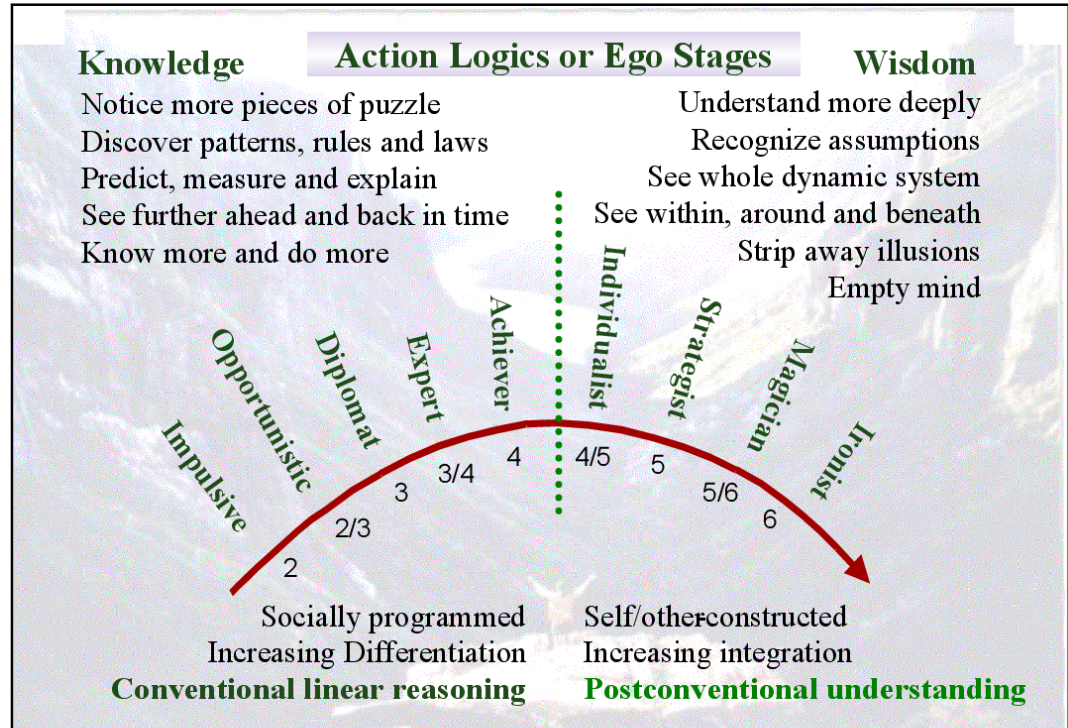
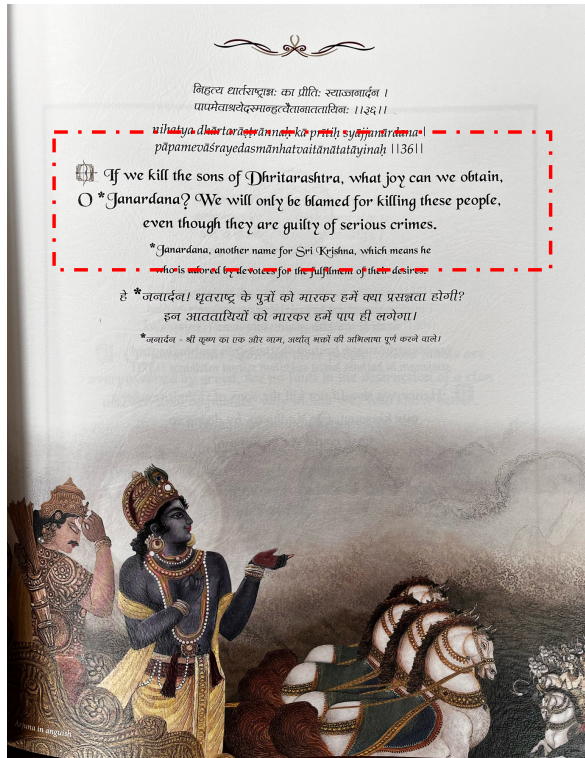
BUSINESS SOUL

BUSINESS BRAIN

OPERATIONS  
(HOW)STRATEGY  
(WHAT)

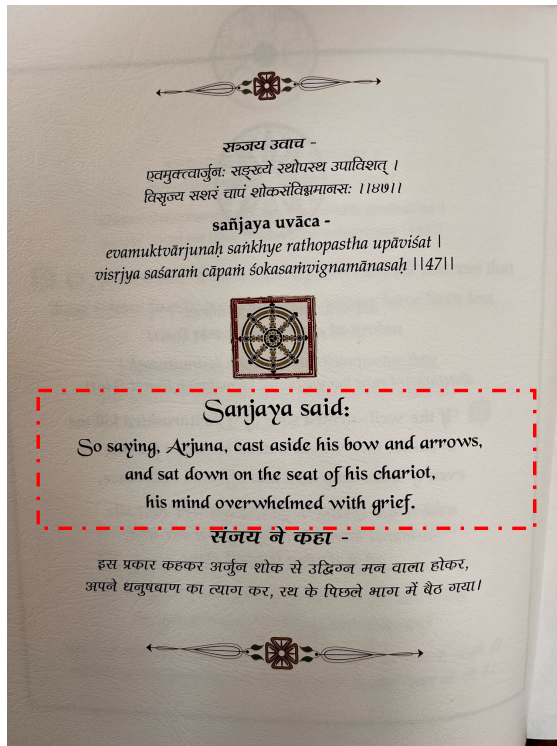
**There are 100 reasons to focus outwards on ego and external gratification, but they are insufficient for happiness, whereas there are small reasons to focus inwards and they are sufficient. Purpose-led organisations that can answer WHY?**

# Insight 6



**One consciousness doesn't allow us to see the other. Letting go of what got us here is needed to get to the next stage of life.**

## Insight 7



## Map of Consciousness

Developed By David R. Hawkins

	Name of Level	Energetic Log	Predominant Emotional State	View of Life	God-view	Process
Spiritual Paradigm	Enlightenment	700-1000	Ineffable	Is	Self	Pure Consciousness
	Peace	600	Bliss	Perfect	All-Being	Illumination
	Joy	540	Serenity	Complete	One	Transfiguration
	Love	500	Reverence	Benign	Loving	Revelation
Reason & Integrity	Reason	400	Understanding	Meaningful	Wise	Abstraction
	Acceptance	350	Forgiveness	Harmonious	Merciful	Transcendence
	Willingness	310	Optimism	Hopeful	Inspiring	Intention
	Neutrality	250	Trust	Satisfactory	Enabling	Release
Survival Paradigm	Courage	200	Affirmation	Feasible	Permitting	Empowerment
	Pride	175	Scorn	Demanding	Indifferent	Inflation
	Anger	150	Hate	Antagonistic	Vengeful	Aggression
	Desire	125	Craving	Disappointing	Denying	Enslavement
	Fear	100	Anxiety	Frightening	Punitive	Withdrawal
	Grief	75	Regret	Tragic	Disdainful	Despondency
	Apathy	50	Despair	Hopeless	Condemning	Abdication
	Guilt	30	Blame	Evil	Vindictive	Destruction
Shame	20	Humiliation	Miserable	Despising	Elimination	

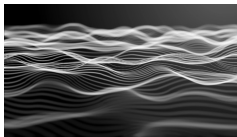
**Don't leave your discrimination behind in defeat or despair.  
Learn the tools to raise your consciousness. Build organisations to raise others.**

# Insight 8



Increase in size

- Universe
- Galaxy
- Solar system
- Planet earth
- World ecosystem
- World civilisation
- Nation
- State / County
- Organisations
- Departments
- Individual (you)
- Your psychological parts
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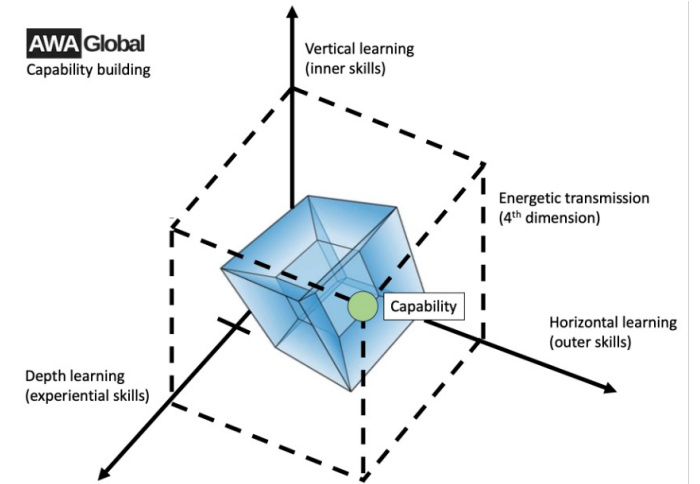


## Map of Consciousness

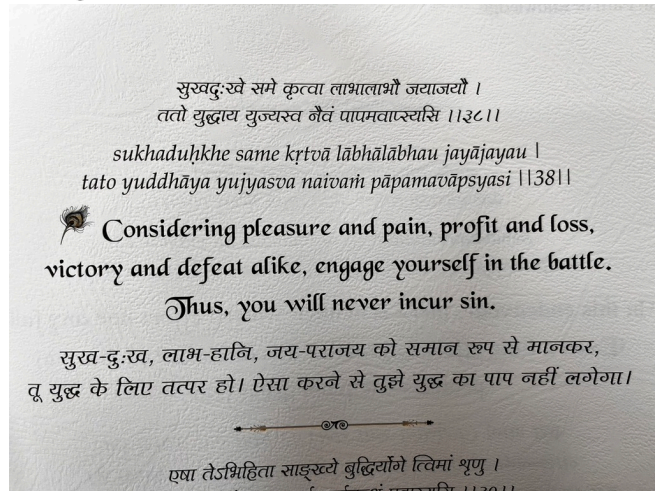
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## The 4-dimensional cube of learning



**We grow in combination of the internal (Dharma) and external (Kurak).  
 The horizontal and vertical development.  
 And we change existing habits (drona) through experimentation to do this.**



Sin is defined as a lack of awareness of god, or in other vocabulary bliss and awareness of the universal intelligence. Think of the scale of awareness on the previous slide and actions that might come out of the different states.

## Insight 9

**Experiment Canvas** AWA Global

Experiment name: \_\_\_\_\_ Designed by: \_\_\_\_\_ Date: \_\_\_\_\_ Version: \_\_\_\_\_

Problem definition	Desired outcome	Hypothesis of solution	How will we know if the hypothesis is true?	How will we know if the hypothesis is false?
			<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Who needs to change their ways of working? (and therefore include in designing the experiment)	What will we actually change?		When will we test?

**Practice non-attachment to the outcome**

**Define success as meaning - making, not if the hypothesis is correct.**

**Enterprise Change Pattern**  
Managers and workers innovate experiments together.  
No one writes experiments for someone else.

1 Reason for change  
2 Leadership  
3 Linear marketing and reporting  
4 Start with now  
Measure  
Define  
Make the change  
Multiple parallel experiments  
Safety  
Coach

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**Let go of the attachment of success or aversion to failure and embrace the bigger picture. Experiments in the complex domain are designed for this.**

## Insight 10

Thinking about sensory objects leads to attachment. From attachment springs desire. Unfulfilled desires cause anger. Anger causes delusion. A mind that is deluded loses its memory and thus loses its ability to discriminate. Hence one is ruined.

When your mind yields to the temptation of the wandering senses, it will steal your ability to discriminate, just as a wind in the sea causes a boat to drift away.

That which is night for all beings appears like day for the person who has restraint; that which is dawn for sentient beings appears like the dark night for the sage who realizes the Self.

For a worldly man, the five senses aggravate his thirst to participate in material life and make him dream of sense pleasures. He therefore undertakes various fruitive activities, which sometimes make him happy and sometimes distressed. Constantly engaging in such activities appears like the day for the worldly person, whereas, this is immaterial and appears like the night for a Yogi.

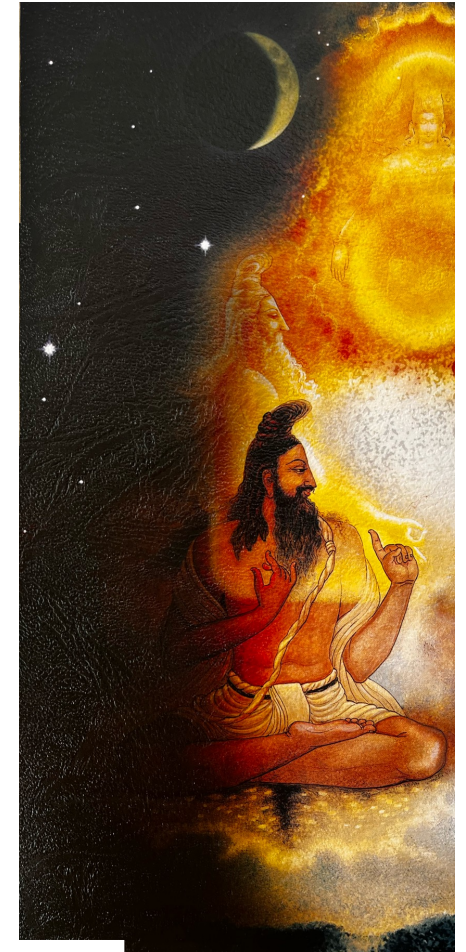
The Yogi remains alert spiritually and is always in the bliss of the Self. He remains detached from worldly pursuits and thus by disowning the fruits of his actions, he acts as an instrument in executing the will of God. As his activities are mysterious and cannot be perceived by the material senses of a worldly man, it appears like the night for him.

**People optimise to the level of their identity.**

**Set outcomes at the level that optimises for a higher state of consciousness**



Enlightenment	700-1000	Ineffable	Is	Self	Pure Consciousness
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Love	500	Reverence	Benign	Loving	Revelation
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सक्तः कर्मण्यविद्वान्सो यथा कुर्वन्ति भारत ।  
कुर्याद्विद्वान्स्तथाऽसक्तश्चिकीर्षुर्लोकसङ्ग्रहम् ॥२५॥

saktāḥ karmaṇyavidvāṁso yathā kurvanti bhārata ।  
kuryād vidvāṁs tathāsaktāś cikīrṣurlokasaṅgraham ॥25॥

O Bharata! The unwise act with attachment to their actions. But the wise should act without any attachment, for the well-being of the world.

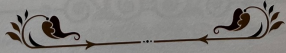
हे भारत! जिस प्रकार, अज्ञानी फल में आसक्त हो कर कर्म करता है। उसी प्रकार, अनासक्त ज्ञानी, जगत्-शिक्षा और कल्याण हेतु कर्म करें।

न बुद्धिभेदं जनवेदज्ञानां कर्मसङ्गिनाम् ।  
जोषयेत्सर्वकर्माणि विद्वान्युक्तः समाचरन् ॥२६॥

na buddhibhedam janayed ajñānāṁ karmasaṅginām ।  
joṣayetsarvakarmāṇi vidvānyuktaḥ samācaran ॥26॥

One should not confuse the minds of the ignorant who are attached to their actions. A wise person should inspire them to perform all their duties.

ज्ञानी पुरुष को चाहिए कि सकाम कर्मों में आसक्ति वाले अज्ञानियों की बुद्धि में, कर्मों हेतु भेद (अश्रद्धा) न जगाएँ। वरन स्वयं भी सदबुद्धि से शास्त्र विहित सभी कार्य करते हुए, अपने आचरण से उन्हें भक्तिभाव के साथ, ऐसे ही कर्मों को करने में लगाए।



## Insight 11

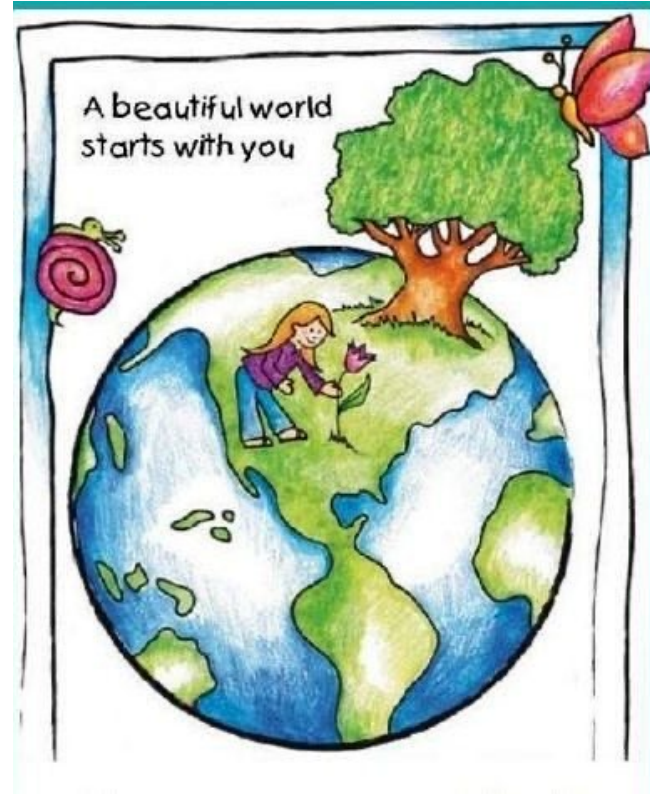


Image drawn for World Environment Day

**Do not seek to change or confuse, seek to inspire, and lead by example.  
Find in yourself the actions that create betterment of the world  
(systems in which we operate).**

AWA Global

Deeper Change



# SPIRAL BUTTERFLY RETREAT

For change agents who want to free themselves from stuck patterns, release themselves and others from disconnect and apathy, or move past reactive behaviours. For those that want connection, a wider family, and to learn from relationship with others. Do you want to be challenged to grow and reach for something greater than yourself?

[APPLY FOR A PLACE](#)

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**A retreat from Deeper Change to raise your vibration – for change agents.**