



Addressing Human Resource Issues for 2021



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Two Questions to answer and act upon:

- 1. Is there a latent potential within your current human resource that can be released to meet the challenges of 2021?**
- 2. Is there a social responsibility for you to provide the best next step opportunity for those you make redundant?**

The purpose of this paper, is to identify and solve the two human resource challenges for corporations that have arisen through Covid and AI/ machine automation. Issues that will continue to impact the corporate world over the coming decade and beyond.

The big question for recent years is — exactly what will human beings do for work? — as work as we know it is replaced or becomes obsolete, in order to maintain a competitive edge and profitability. If the foundation of our economic society is on process left-brain driven roles that will all at some time in the near future be replaced by an algorithm, how will this situation impact on the nature of business and society as a whole?

It's a pressing social question that has a very specific answer, but before we get to this, there are challenges that require our attention if we as business visionaries are to effectively navigate the near future:

Firstly, as all levels of corporate roles are progressively replaced by automation, should we just make widespread redundancies, or reallocate our current Human Resources into new or established alternative positions that still require the human touch?

Both alternatives have a social obligation inherent to them, in terms of responsibility for the welfare of employees who have often given substantial parts of their working lives to an organisation.

So with the first option of redundancies, the question is — how may we part company in a progressive way that honours their loyalty and dedication, as well as helps them realistically to the next chapter in their lives? And for the second, how can we help the

remaining human resource, to become flexible and agile in their thinking in order to move within the organisation efficiently and effectively as change inevitably happens.

Reallocation of Human Resources.

Unfortunately, whilst reallocation seems a simple concept, often there is a reluctance to be flexible and accept change by individuals out of fear of the unknown, as well as having to experience a daunting new learning curve. This is not an individual problem - but a general psychological one that in management consultancy terms is called 'sandbagging' - which means ring-fencing a personal role with little or no agile or creative thinking, and instead actively holding back to secure one's position by not venturing forward or making an error. This reluctance and reticence is magnified when we look at large scale reallocation and retraining within the work force.

The ideal of course, would be to have staff who were highly motivated, creative and 'entrepreneurial' in their thinking all the time; always working together to develop new faster ways of streamlining processes instead of holding onto a sense of certainty and playing political games.

Note: For the purpose of our conversation here, entrepreneurial thinking is the ability to:

1. Know that opportunity exists all around us all of the time.
2. Observe opportunity unconsciously and consciously.
3. Orientate for the right approach and take the right action effectively.

This is the ideal for any organisation in terms of political culture; especially when linked to 'agile thinking', which is often a term used without substance or understanding but as a cliché. For most, agile thinking is just thinking a little bit more 'out of the box' than the subjective norm. But given a more neurological and psychological definition, it's a move from left-brain dominant thinking into a balance of both hemispheres — otherwise known as hemispheric synchronisation, that leads to super states of confidence, creative problem solving and communication.

The science on this is clear, in that the neuroplasticity of the brain changes based on environment and function. In other words, what we do with our minds i.e the thinking we require and where we put them in terms of progressive support and experiential development, results in higher levels of neocortex function. New synapses form creating more pathways for thought to expand within, resulting in a much much quicker and more creative mind without limitation.

Out-dated left-brain thinking, that says the mind's sole potential is based around IQ or is structured just like a rock when it comes to development, is something of a major and costly error; especially when it comes to what the future will require of the human mind in terms of visionary capability, in order to interface and keep up with an AI that will work 365/24/7 to expand. In fact, given the limiting social conditioning and environments that we are exposed to from an early age, ones that form our sense of identity based around a mental matrix of limitation, the average person is functioning at well below 5% of their creative problem solving and energetic capacity, and thus is ill prepared for the future. This is reinforced in times when a fear of the unknown and uncertainty prevail; a time when thinking moves to the stem of the brain, where protective behaviours arise and brain fog clouds decision making.

Giving individuals the right training — involving a practical understanding of how the mind and consciousness works, especially when it comes to the basic operating system and programming language that is necessary to develop ‘agile thinking’, the individual will naturally accelerate their thinking in terms of creative problem solving, emotional management and collective working.

Thus a strategy of reallocation of Human Resources becomes a very powerful one in terms of profitability, social responsibility and company cultural development, as the mental power of the workforce increases exponentially.

Our corporate cultural change programs, provide leaders for the first time with the ability to re-engage their work force from a totally new perspective; so ‘agile thinking’ can be released in the true sense of the phrase, and the future can be a very motivated and bright one for all, where people work to collective beneficial ends within an ‘US’ mentality rather than an ‘I’ focus.

Redundancy Preparation.

Unfortunately, the future requires that we all look at what we do for a living and objectively realise that our historical primary use of the brain’s capacity is in left-brain process subservience, and as such our roles will become progressively obsolete with the continued development of AI.

The average person’s sense of subjective personal value and identity within the work place, will often cause them to initially reject this statement. However, as one explores the capability of AI even now, one has to accept that the progressive and rapidly accelerating nature of machine learning means humanity is about to go through a crisis in confidence, and a considerable challenge to its identity and value in terms of social and commercial roles.

For larger organisations, the future means the inevitable mass redundancy of loyal staff at all levels into an uncertain labour market that is shrinking in every sector bar one, and this is the retraining market. This does not mean retraining in a conventional left-brain role that we are already aware of, such as those most of the commercial world have operated within like banking, insurance, legal, medical, management, politics, IT etc, as these will all be replaced by automation in due course. But retraining in how to release the untapped potential of the mind, so people can learn to train others in developing their full capability after a life led in a very suppressive mindset; which is the natural autopilot of identity until the individual breaks out of what is called the ‘shell’. The protective shell operates within an initial secure psychological growth period of the identity, one that our current social system perpetuates for commercial reasons, through widespread ignorance and a lack of information regarding general psychological principles in education and in the employment sector.

Behavioural science and research in the area of consciousness, has shown that 98% of children at the age of five have a genius level of creative and innovative potential, yet by 31yrs — due to social conditioning through education and employment, this capacity is reduced to a mere 2% of adults. The question then arises — is this a permanent suppression or is there a possibility of reengaging what has been lost?

With the development of AI, this question has now become the answer to the question of what will human beings do once AI replaces the current paradigms of what we all understand as 'working for a living', within a commercial context. The future requires a realisation that it's the release of our latent mental potential that will lead to a new way of life, so we can effectively interface with AI as a visionary partner. So let's explore a little what holds us back.

The limits to the minds of humanity are based around three specific factors:

1. **Self identification** within the unconscious self-programming language of the mind in terms of words and thoughts; 40-60,000 thoughts per day in either a positive or negative polarity bias, and 16,000 spoken words of which approximately 700 are directly programming the unconscious within a limiting identity.
2. **Activity**, based around working to develop the mind's intuitive and Inspirational capability, through actively exposing the mind to sustained and specific challenges of focus and flow, where left-brain thought alone would be too slow and cumbersome to function effectively, in terms of rapid creative problem solving.
3. **A shift from the restrictive shell identity**, governed by security and limitation (mind static, validation systems and a negative polarity) into a core identity with a logical, arguable and practical personal philosophical belief system, supporting a destiny path.

To achieve these three steps, the individual must be guided through deep introspection to master their ability to program 'mind', as well as work and train with others on the same path, to accelerate the process of synapses development, supported by a strong community collective and co creative ethos.

With the ongoing developments of current blockchain technology and autonomous systems, our mental retraining platform has the capacity to provide unlimited numbers of people with sustainable work as trainers, re-training the flood of people who are being made redundant. Training for a conscious future within a visionary partnership with AI, as opposed to out-dated career coaching/consulting that helps with a CV and facing an uncertain job market, but without any capacity to cope with the psychological challenges a future with AI will bring.

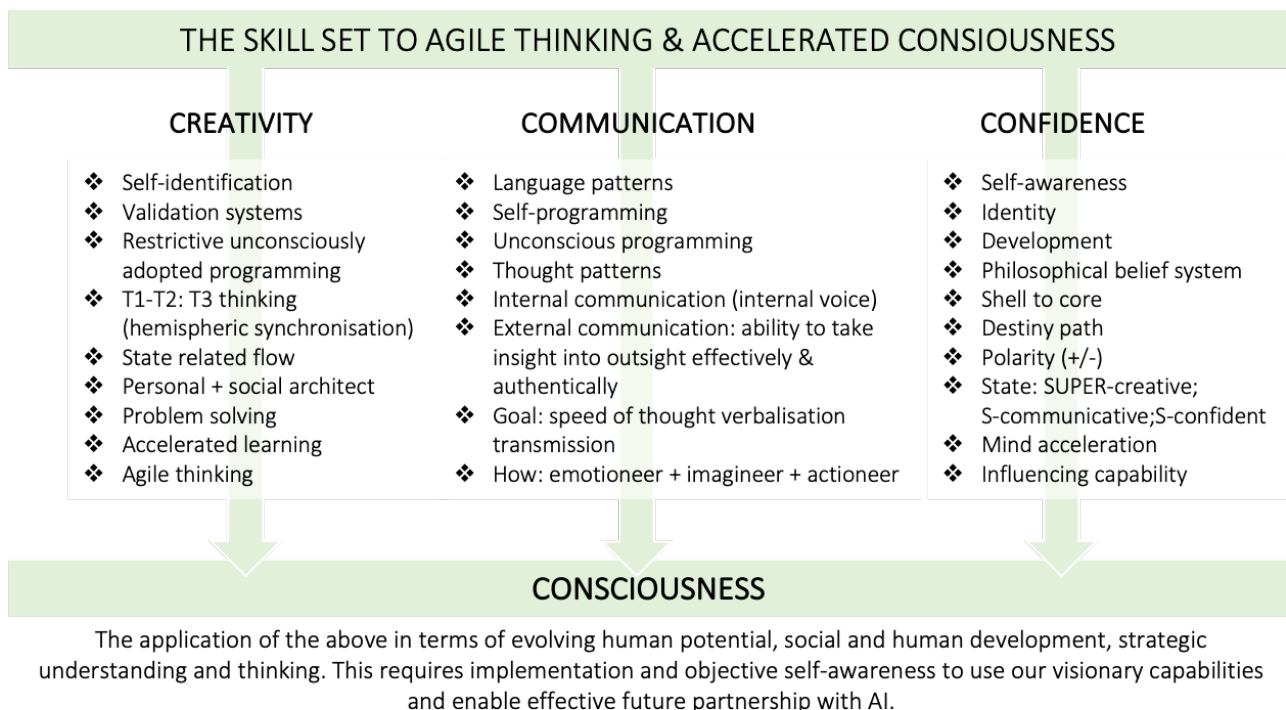
As a non-profit, we are a collective of international visionary minds, brought together for the sole purpose of advising governments and corporate leadership teams, on how they can best navigate the future challenges they face from a socially responsible and advanced psychological position. As well as how they can prepare those they are responsible for ... for whatever the future will hold. We also provide the solutions to internal training and retraining as well as sustainable work for those who are facing or have been made redundant.

The worst action is no action, and in these times of change, becoming more aware is an essential requirement & responsibility of leaders and followers alike.

For a consultation please contact us on admin@councilforhumandevlopment.org

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HUMAN ALCHEMIC TRANSFORMATION



How the program works: 8 steps to the Science Of The Unknown Universe

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| <ol style="list-style-type: none"> 1. ACCEPT 2. AWARE 3. ASSESS 4. ADAPT 5. ASPIRE 6. ACCELERATE 7. ACTUALISE 8. ASCEND | | <p>Do you feel you have more mental capacity and potential in terms of creativity?
Are you aware of that might that be and change your life? (3Cs are key!)</p> <p>How do you calibrate yourself in the 3Cs!</p> <p>What you need to develop your behaviour towards fulfilment of your potential!</p> <p>Where we are going and what we are doing with these new skills? (direction)</p> <p>How fast do we want to go together: "us" mentality rather than I focus</p> <p>How we can learn how to co-create with others in self- and social awareness!</p> <p>Observe, orientate & act through stepping out of self (build phil. belief system)!</p> |
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Human Alchemy Mind Acceleration Matrix. This schematic encompasses fifteen years of research into consciousness — why we think the way we do and what latent mental potential there is yet to be released (PQ — potential quota). Research tells us there has been a continued decline in human cognitive function since the Second World War, primarily based around toxic stress, environmental dictates and social conditioning. Can this be reversed? Yes is the answer!

Yet the solution becomes ever harder to implement the longer apathy and denial are in the ascendancy. We all have a responsibility to each-other to develop our levels of agile thinking, so collectively we can all be prepared for a future where the powerful challenges to what we once thought was a certainty in our identification of reality, are not seen as a threat to our security, but exciting doors to the next step in our global human evolution.

Global change requires us to change, and change is upon us as never before.

