

Winning a VUCA World

Leadership and Change Management

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Abstract

When we live in this VUCA world, very everything is uncertain, complicated and where usually things don't go according our comforts. So, this research is to prove that, winning the VUCA world is possible through Self-Leadership & Self-Change. Always we complain about others and when it comes to change, we often say that, I can feel comfortable when person X will change and that person X will never change, so I have decided to feel uncomfortable all the time. I am not understanding the fact that, how much energy, time I am wasting on that person X. Instead, when I decide to lead myself in the direction of change, and bring that internal change, that energy will help the other person to change. Because what vibration I am creating inside, will decide how I feel, no matter what the other person is doing.

So, we can feel comfortable in VUCA world [9][10], only when we lead ourselves in the direction of change. Only Self-change can bring the power to handle every challenge I am facing from morning till evening. Every time, if I keep complaining about others, I won't be able to make my mind positive. Because complaining about others means creating negative thought inside, and every negative thought I am creating, I am creating negative energy and feeding my mind with the negative food. So, feeding negative food means making the mind sick. We can enjoy a healthy body *only when we have a healthy mind. So, the question is DO I HAVE A HEALTHY MIND? Or my mind is sick???*

Keywords: Self-change; Self-leadership; Healthy mind; Forgiveness; Self-care; Resilient;

1. Introduction

Extreme source of information/ extravagant lifestyle is become a major problem from day to day human life [10]. A single person can't utilize these entire things in their one life and then felt frustrated. We can change this state of mind by self leadership qualities. This research will prove how with the power of Self-observation, self-awareness and with little practice of Meditation and

spiritual study, one can really win over VUCA environment. In this study we can also see VUCA in a different prospect as (Visibility, Unavoidability, Clarity and Authority) [4].

1.1 Objectives of the Study

1. To learn the possible ways of winning VUCA environment through self-transformation.
2. To understand how conquering conformity will help to balance work and personal life.
3. To experience how self-change will bring change in others.
4. To learn how change in self behaviour will bring change in others.

1.2 What is Self-Leadership?

It might seem to be very strange when we see the word Self-Leadership, because we have always learnt that, we can succeed only when we control others and dominate on others. But, by doing so, we never understood the stress we experience by controlling others. Because when I ask question to myself-

- Who creates VUCA world? Am I also part of it?
- Am I also creating uncomfortableness to others?
- Am I too negative on someone for no reason?
- Do I doubt someone un-necessarily at workplace?
- Am I too much self-fish sometimes?
- Am I involved in un-necessarily discussion about something, which is none of my business?

Like this, when I sit and think, many question I can ask myself. So, let's go inside and check how much negative energy I am creating for myself, because of no reason. So when I create that negative energy, I am disturbing my-self, and so I disturb others also. Every thought I am creating, I am creating energy and vibrations. Even though I smile at someone, and create though inside – oh! He is like this or she is like this! So I smiled from outside, but created negative energy inside. So, that negative energy would affect my mind first before it affects others.

Self – change teaches us, to create positive vibrations about everyone. So, when I am positive, I feel good, I am more energetic and I radiate those vibrations [5]. So, others will also feel that energy and they will also start loving me [9]. It's all inside process nothing to do with how I behave outside! But what thoughts I am creating inside matters the most.

2. Self-Leadership Procedure

2.1 *Being resilient*

This we learn from a rubber band, how it comes back to its original position after being stretched. So, in life, many stretches (challenges) will come. After I learn, what I need to learn from those situations, coming back to original state of mind that is – peace & happiness is very important. If I keep thinking about what had happened in the past insults, defamations, failures, I won't be able to enjoy my present as well as ruin my future. As I am forgiving my-self for my mistakes, my failures, I also should learn to forgive others for their mistakes, and their failures. A very deep understanding here is that, as a human being, when I can make mistakes, I can fail, so others area also human beings, they also can make mistakes and they also can fail!

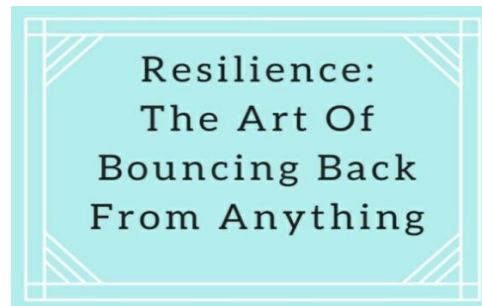


Fig. 1. Being Resilient

2.2 *Adapt everything and everyone*

In this VUCA world, sometimes we feel everyone & everything is complicated, the whole world sometimes looks very strange! Sometimes even my friends and family. When I am really feeling low, very bad, at that moment, I should practice to go into silence for some time and adapt or accept myself, situation and everything that is happening around me! Because when something has already happened, I only have the choice to accept, and move on! If I resist, I feel more disturbed, small acceptance at that moment will heal many things inside [8].



Fig. 2. Adapt Everything and Everyone

2.3 Communication

The biggest reason behind any VUCA world is lack of proper communication! If I have any issue with a particular person A, I should communicate to that person A only! But, what we usually do is, we go and talk to persons B, C, D, E and so on! So, I am multiplying the issue rather solving it! Because the issue can only be solved by communicating with person A and asking for sorry or forgiving [6][7]. So, if I am not doing this, somewhere I am also responsible for creating VUCA world.



Fig.3. Communication

2.4 Self-Care

This word just sounds so nice! When we live in this, world, we work we earn money for others, we do many things for others, but in this journey, somewhere we forget this word – SELF – CARE! It means loving yourself and accepting yourself unconditionally! Not conditions and no limitations for Self-love. It also says that, you have to forgive yourself for any mistake happened and not being in that guilt consciousness! It's just a lesson learnt and not a life-sentence punishment. Being guilt means I am punishing myself, by creating self-hurt, and there is no medicine for this. Understanding the practical fact that, we are humans and mistakes do happen, we should forgive myself. And we should take care in future that, such mistakes should not happen again and again.

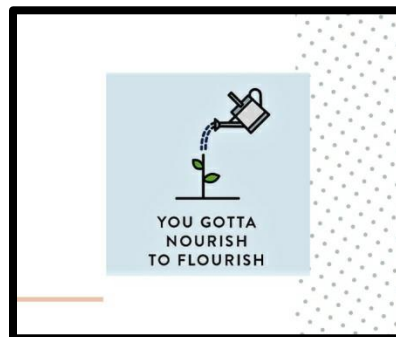


Fig. 4. Self Care

3. Change Management

3.1 *Understanding self-defect*

This is the point where I win over my ego. When I point my finger to others, I also should know that, the other 3 fingers are pointing towards me! I decide I will bring the change in me first, and then I will tell others to change themselves. Usually it's not that easy to know and look at my own weaknesses! Because my Ego will not allow me to do that. Everyone feels they are RIGHT all the time and this is the biggest problem in this world and that is creating more and more VUCA world! If one can accept his mistake and say SORRY, the problem is solved there itself, but no one is ready for it. So the problems multiply and create negativity in everyone's minds and hearts. Why can't I bring a small change in me! Why there is so many EGOS? If I give love and respect to others, I won't lose anything – why can't I understand this small logic?



Fig. 5. Understanding Self Defeat

3.2 *Winning over conformity*

What we have been learning and following was that, if I accept my mistake, I will be treated low, I will be bullied etc...but, new learning is that, if I accept my mistake and say sorry, I will definitely win the heart of the other person! The more I go into my EGO, the more I complicate my nature and I can't enjoy my work[6].

Life is not just work and die one day! It's about enjoying what I do! And I can enjoy my workplace only when I am little flexible and easy. What is the use if I feel disturbed and keep disturbing others all the time? And I get Blood Pressure at the end!

I need not to get conformed by others, no need to follow what they do! When I have my own set of values & principles, I get the strength to follow them. And slowly everyone will accept me and my values. So, this is the new learning.



Fig. 6. Winning over Conformity

3.3 Spirituality

Spirituality teaches us to experience my own self-identity and not being inferior or superior! Being in my own self-respect that I am a pure, peaceful and blissful being. When I am in my own Self-respect, I need not to compare myself with others. Because I know myself better than anyone else. In this state, I need not to please anyone, need not to impress anyone. Because pleasing or impressing others is all external business! Being myself is the internal business. So, even when someone thinks low about me, insults me, defames me, I don't feel bad, because I know myself and I don't need anyone's certificate. Till today, what I have been thinking was, when someone says something, I have a habit of feeling low, but now I am learning, no matter what anyone says or does, I won't take it inside me! The SELF-RESPECT which I have created for myself won't allow any negativity to go in! It will work as a protector for me like an umbrella during rain.



Fig. 7. Spirituality

3.4 Meditation

When we ask people to mediate they say they don't have time! So, practicing meditation doesn't mean that one really has to take out a very long amount of time! First it is about understanding the process, then giving only half an hour daily in the beginning and can increase if they wish to! So, just by listening to the word meditation, one should not run away! Because people usually think, meditation means going to Himalaya mountains and renouncing

everything - family, friends etc.. No, it's not like that, this is the misunderstanding we have created. One can practice meditation at home, during early hours that are all! And he can do his work throughout day! It's like giving space to myself half an hour a day! That's it!

As we feed food to the body, it's about feeding food to the mind! As we give so much importance to Detoxing the body, it's about detoxing the mind. Removing all the un-necessary burdens I have been carrying and re-filling the mind with more positive and powerful energy. It's about creating a healthy mind! Only a Powerful mind can become a Healthy and a peaceful mind [1][2].

When I empower myself, I will able to empower others. Specially my family. If I am weak, I create that energy at home, so the family members will also feel weak, and my colleagues at work place will not enjoy my company. But when I am powerful, positive, peaceful I am radiating this energy, so my family will also feel positive and powerful [3].

Like this, when I learn the art of meditation, I can see the change in everything around me. The same people, the same situations, but how I am feeling about them, has completely changed [8].

I can feel the change in myself, how I am feeling so good about myself, family and others. How I am remaining positive during all negative situations and helping others also to become positive in all negative situations.

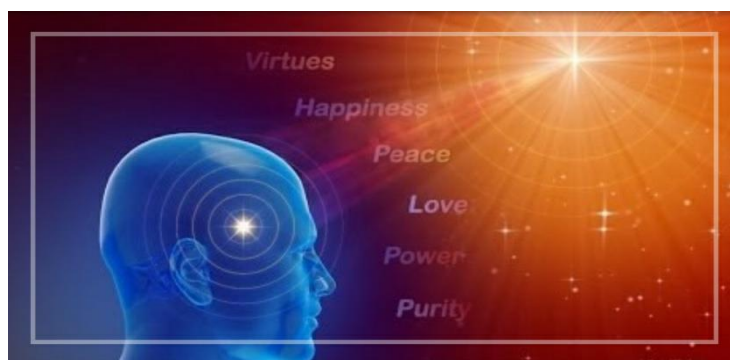


Fig. 8. Meditation

4. Experimental Analysis/ Findings

This Analysis was experimented with the 8 IT Professionals of a MNC called Akstech Pvt Solutions Ltd from Bangalore. 6 of them felt a lot of transformation in them. 2 of them are still trying.

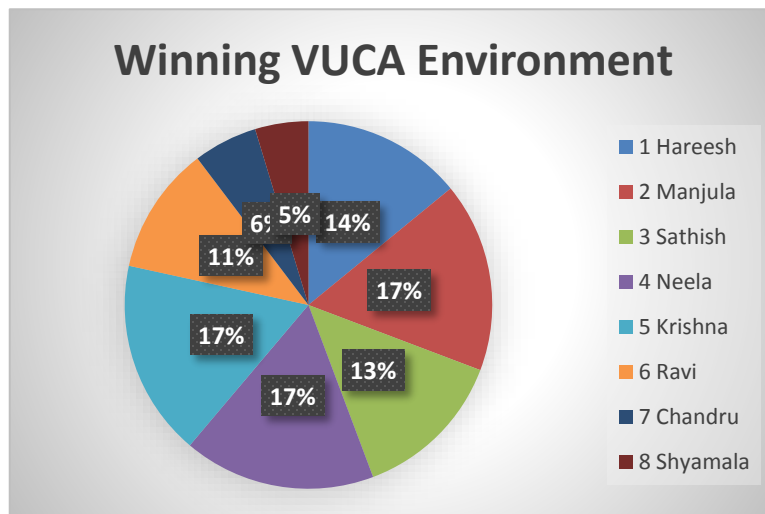


Fig. 9. Experimental Analysis

5. Scientific Approach for Instant Result

When things really go wrong and can't manage, when the situation is worse, when I am in an intense VUCA environment, following tricks can be used.

- Start counting from 25 to 1
- Start taking deep breath
- Start giving affirmations to the mind – I am a loving soul, my nature in peace.
- Close eyes and just try to control thoughts
- Train the mind – this situation is temporary, this will change.
- Slowly after 5-10 minutes, one can really feel relaxed

6. Conclusion & Future Work

So, after studying, understanding, working on the topic and doing research on 8 people, after seeing changes in them, I can conclude that

- I am the creator of my own VUCA world
- I have the solution to win over self-created VUCA world.
- I have 2 powerful tools
 - Self-Leadership
 - Self-Change.

The more I think about things happening around me, more I see the negativity, more I get

involved in things which don't really matter to me, I will definitely feel stressed out. Deep understating of the self, situations and why things are happening around me, I will definitely be able to win VUCA Environment.

In future, we can apply this research to bigger community.

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