



## THE POWERFUL IMPACT OF HUMAN ENERGY ON ORGANIZATIONAL EFFECTIVENESS

By Colin Tipping

*Written for "Leadership Excellence" Magazine*

Imagine, if you will, a corporation as being analogous to a living organism. Then equate the teams of people within an organization to the complex molecules making up the organism, and see each individual person in the organization as the equivalent of a single atom ó the basic building block.

In the typical corporation, we might easily find the counterparts of the systems of a living organism. For the skeletal, vascular, digestive and nervous systems of a living organism, substitute the elements of a typical corporate structure ó infrastructure, buildings, machinery, communication systems and so on. Then, equate the blood, nutrients, hormones and other fluids that move through the body, delivering energy to every part of it, to those elements that flow through the ãrteries and veinsö of a corporation, giving it energy and life ó materials, data, ideas, money, etc. If the flow of any one of these is impeded, the result is decreased efficiency and output, with a corresponding negative effect on the bottom line.

Living organisms are energetic in nature. They have an invisible life force and an energy field peculiar to each one. In fact, biologists now think of organisms not so much as a bunch of chemicals and molecules, but as a complex matrix of interrelating energy fields. It is equally helpful, I believe, to look at corporations in this way and to analyze them in terms of how well the energy actually flows within the structure.

### ***Gross Energy***

As indicated above, data, money and materials are *gross* energies. They are subject to clear definition, accurate measurement, record keeping and control. Each one of these has its own channel through which it moves and its own system by which the flow can be accurately monitored. Through the use of sophisticated systems based on computer technology, it is probably fair to say that business has more or less mastered the flow of gross energy.

### ***Subtle Energy***

Human energy, on the other hand, or ãhumenergy,ö is *subtle* energy and it is not susceptible at all to measurement or control. It operates below the level of conscious awareness and, with the exception of some that manifests outwardly at the physical end of the scale, its effects cannot be directly observed. It not only emanates from each individual human being in the organization,

but from whole groups of human beings, such as work groups, unions, departments within the organization, the board room, shareholders and so on.

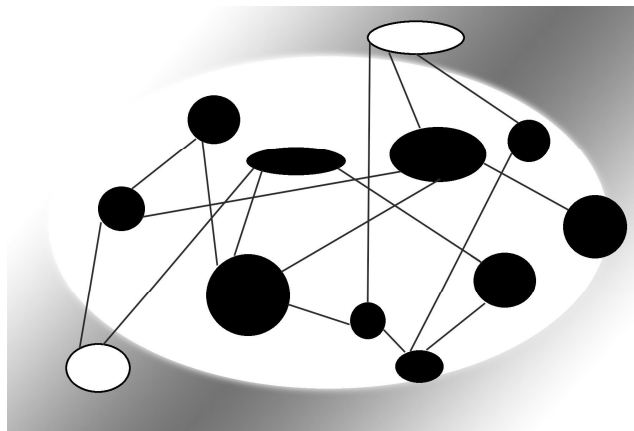
It is through subtle energy that we attract, repel, bond with and influence other people. It is, in fact, a powerful form of communication. To a large degree, industrial psychology has gone a long way towards understanding how subtle energy works, especially with regard to how people relate to each other as individuals and how teams operate within particular contexts, such as:

- *Attracting and repelling* ó If our energies match, we are attracted to each other. If they don't match, we tend to be repelled. We sense a dissonance which is not comfortable, and we move away from each other.
- *Bonding* ó This occurs if the match in subtle energy between us is strong, especially if the match is with regard to emotional subtle energy. Our energy fields merge and we feel very connected to each other.
- *Influencing others* ó People whose energy field is strong can influence other people just by their presence. You can feel some people's presence the moment they enter the room. We often refer to this quality as "charisma." At the other extreme, there are people who leave you feeling drained and limp after being in their presence. They suck on your energy and deplete you.

### ***Fields of Humenergy***

Humenergy tends to organize itself in complex interrelating fields. Biologist Rupert Sheldrake refers to these fields as morphogenetic fields. There are fields of energy that range from being specific to an individual person to including everyone. If we continue with our analogy of a corporation being a complex living organism, it too would have its own morphogenetic field.

Figure 1: A Morphogenetic Field



Each level and each department within the corporation has its own field, as does each individual within the corporation. All of these fields are in dynamic interaction with each other all the time, creating an ever-changing pattern and an interactive flow of energy.

To understand this idea more clearly, try visualizing the basic energy field of the corporation as being a very still lake. Then imagine someone dropping a stone into the middle of the lake and watch the ripples spreading out until they reach the farthest bank. Let this be the equivalent of the CEO's personal energy field being superimposed on the larger energy field of the corporation.

### *Negative Humenergy*

Humenergy works "below the radar." It is unconscious, nonverbal and unseen. It is always there, but like a volcano, will only erupt under certain circumstances, and most often in ways that might be hidden and misunderstood. And, too often, this kind of energy release can be toxic. It can poison relationships at work and cause havoc at all levels. Very few people know how to consciously manage toxic humenergy, and yet, if properly managed and transformed, it can become a very productive force that will have a huge effect on the bottom line. If left unmanaged, as is normally the case, it can be extremely damaging.

In the tradition of scientific rationalism, which maintains that if you can't see or measure something it doesn't exist, the corporate world has, until recently, been oblivious to humenergy's significance in the corporate setting, except on the most superficial levels. This has given rise to a condition that I call *subtle energy myopia* – the inability to perceive (and therefore manage) the humenergy that constantly moves in and through any organization. This failure is not inconsequential. Humenergy is infused into the overall energy system of any corporation by every human being who works there, from the CEO down to the lowest-paid worker, and its effect is powerful. It has the potential to cripple an organization, and yet by the same token it can, if properly managed, provide great nourishment to the organization, its bottom line, and the individual people within it.

### *Symptoms of Toxic Humenergy*

In a corporation, toxic humenergy manifests symptomatically as low morale, poor performance, continual conflict, undercurrents of racial discord, customer dissatisfaction, high turnover, self sabotage, and much more. All of these have a tangible effect on the bottom line. Just as doctors seem unable to cure a chronic condition, management seems virtually impotent to alter these symptoms using traditional methods. **The myopic aspect is our own inability to perceive a corporation as an energy system. We need to shift that perception.**

The truth is that every single person coming to work on a Monday morning, from the C-Suite on down, arrives with a huge amount of unconscious latent emotional baggage. Attached to that baggage is an equally huge amount of subtle energy. It is not just that there might be one person in a hundred who is liable to act out their negative humenergy, but that *every* person in the company is prone to do so – and definitely will do so from time to time. It is what human beings do.

So, if acting out our negative humenergy is what human beings do as an essential part of being human, and if it is so subtle as to be hardly detectable, what, if anything, can or should we do

about it? Even if it does cause a lot of energy leakage and in the end cost the corporation a lot of money, should we simply regard it as an inevitable cost of doing business?

The answer is most definitely "NO!" That's because there are simple solutions at hand (such as the Quantum Energy Management System, for example) that make humenergy both easy to manage and, in its positive aspect, available as a valuable creative resource, and most important, a true employee benefit.

### ***The Quantum Energy Management System***

The Quantum Energy Management System (QEMS) is the means by which organizations are harnessing and cultivating the enormous potential of humenergy, which they consider as critical to organizational success as the other three components of a successful organization, i.e., materials, data and money.

QEMS enables each individual in the company to keep their own energy high and in positive balance, thereby contributing to the level and overall balance of the energy field of the corporation. QEMS is easy to install and implement and is relatively inexpensive. Each installation of the program is highly personalized and requires minimal disruption of workflow. Once the program has been embedded into corporate culture, QEMS is virtually self-sustaining.

***The Personal "Q-Work Kit."*** All company employees are issued a personal QEMS kit. During orientation seminars, employees are instructed how and when to use it. The kit contains booklets that explain the system and given educational seminars on the concept of humenergy. These seminars are also provided via audio CDs that reinforce and sustain the learning. The QEMS system CD in the kit supplies various interactive QEMS tools, each one appropriate for use in a variety of situations.

***On-Site Support and Off-Site QEMS Coaching Available.*** In addition to any in-house coaching that a firm signs up to provide its employees, QEMS makes available certified and trained coaches who are available to employees on an independent basis. Coaches are trained to assist employees who wish to work through their issues in greater depth (using the worksheet and other tools). QEMS is not to be thought of as psychotherapy and the certified coaches are mandated to refer employees to licensed psychotherapists if the employee's needs are beyond the purview of self help.

***QEMS as Part of a Benefits Package.*** QEMS is provided as an employee benefit. The advantage to the client company is that QEMS is a pro-active, even preventive measure that is far less expensive than formal treatment programs and traditional coaching programs. Having QEMS installed will dramatically reduce the need for people to use the Employee Assistance Program (EAP), thereby saving the company money. People running the EAP are given QEMS training to ensure they understand its rationale and methodology.

***For Use Both Inside and Outside of the Workplace.*** Employees are encouraged to use QEMS both inside and outside of the workplace, even on issues that would appear to have nothing to do with their professional lives. Such issues might include marital and relationship problems,

prosperity issues, family issues, etc. These are the kinds of issues that get acted out at work and cause disharmony in the workplace. For example, if an employee has unresolved issues with his mother, he is likely to unconsciously project them onto a "mother figure" at work, a supervisor perhaps. The ensuing conflict will have little to do with what is happening on the surface, because the reactions are unconscious. With the use of the QEMS kit at home, the employee can resolve such an issue and it is likely such conflicts can be averted or repaired.

***A Top-Down Approach.*** Everyone in the corporation, from the CEO to the entry level employee, is encouraged to use the QEMS technology regularly as a way to keep the energy flowing cleanly. The program will not work if it is not thoroughly understood, fully supported and enthusiastically utilized by senior management.

***Management Training.*** Supervisors, managers and executives are given special training and ongoing consultation by QEMS consultants. One or more members of the human resources department are provided with extended training in order to have the capability to sustain and support the QEMS program.

***Part of a Grievance Procedure.*** It is encouraged to utilize QEMS as a mandatory procedure for dealing with grievances and conflicts, using the tools as a "cooling off" technique. Whether the employees realize it or not, QEMS works at a much deeper level and may neutralize the situation immediately. Anyone in a supervisory position receives training in how to encourage people to make use of the QEMS tools to diffuse a situation, handle a personality clash, or take the heat out of a conflict, preferably before it even begins.

The benefits organizations experience from QEMs include:

- People acting more responsibly. The changes may be imperceptible at first, but as employees become more accountable to themselves and responsible for their lives, they will make better decisions both for themselves and those around them. They will be seen to be adding more value to the organization.
- Shared mental models: QEMS provides an avenue for increasing personal reflectiveness, especially regarding individual and shared mental models, and developing capabilities for dialogue and productive discussion within work teams.
- Decreased incidences of overt hostility and conflict. Dramatic decreases in hostility and incidences of conflict at all levels (between individuals, groups, departments, customers, vendors, unions, management, etc.) are expected.
- Less blaming and finger-pointing. When people become more self-accountable, they stop projecting and laying blame. This is because they will have given up their addiction to the victim mentality that caused this behavior. They become more solution-oriented and forward-looking.
- More win-win, less zero-sum games. People who use the technology will become more inclined to look for win-win situations where everyone gains and no one loses.

They will become more oriented towards cooperation and team work, and more inclined towards mutual support and caring.

- Less covert sabotage of self and others. Sabotage is very subtle and difficult to spot, and impossible to quantify. QEMS will neutralize the underlying cause of such behavior.
- Less acting out of subconscious issues. The longer QEMS is in use, the more likely it will be that unconscious. Humenergy will be neutralized, i.e., the need for it to be acted out in the workplace will be eliminated.
- Marked increase in morale. Use of the QEMS tools will allow employees to begin to take responsibility for their own lives, making them feel empowered and better about themselves. As they let go of blaming other negative behaviors, they look for ways to contribute.
- Greater sense of togetherness. When one's energy field is in sync with the energy fields of those around them, there is attraction, caring and ultimately bonding. This will transform the energy of the organization.
- A more willing and flexible workforce. A happier, more responsible and self-accountable workforce is more flexible, adaptable and less resistant to change and growth than one that is self-absorbed, uncertain and dependent on the status quo. At the same time, firms should be ready to capitalize on the desire of many to be more involved and willing to contribute in a new way.
- Unproductive employees will leave the company. The people who are not prepared to give up their victim mentality and who become uncomfortable when the people around them begin to grow and change for the better will leave within six to 12 months, but will quickly be replaced by people with a higher vibration, based on the principle of "like attracts like."
- Higher employee retention rate. Once the initial shake-out has occurred and the low vibration people have been replaced by those who resonate at a higher frequency (matching that of the corporation as a whole), people will want to stay because they are happier, more fulfilled, and can bring their "whole selves" to the workplace.

In summary, by installing the Quantum Energy Management System, productivity rises as a result of having all forms of energy (data, materials, money and humenergy) flowing more easily and freely through the organization, which in turn has a positive effect on the bottom line. In turn, employees perceive their workplace as an environment that contributes to their overall quality of life and sense of well being.

The best corporate leaders have always had the ability to manage their own personal humenergy, whether they did so consciously or unconsciously, and have recognized the value of humenergy as the fuel that drives sustainable corporate enterprises. Many more CEOs are now realizing the value in doing so and are consciously and purposely moving in that direction.

*Colin Tipping is the CEO and founder of Quantum Energy Management Consultants, LLC, and the author of "Spiritual Intelligence at Work." He is an award-winning author, teacher, international speaker. To learn more about the Quantum Energy Management System, visit [www.qemsystem.com](http://www.qemsystem.com).*