

Notes from previous cafés provided as a primer.

WISDOM experienced as:

- An absence of need
- Capacity to be still
- Fitting the moment of being
- Expression of authenticity, integrity and respect
- In tune and in context
- Inner being informing the outer actor
- Knowing the promptings and movement of the Divine within
- Naming the will of the Divine and acting on it
- Open to experience, open to the universe
- Surrender of the ego
- Tuning our ears to our hearts.
- Acceptance of self
- Gaining self to lose self.
- Wisdom is always present all we need is to allow space for it to show up
- It is intuition tapping into the inner self or the higher knowledge.
- The inside portion of intuition
- The skill to use intuition wisely
- Intuition is young where as wisdom is old

ENGAGING WISDOM - GENERAL

- What you think of me is none of my business
- Discard status
- Have the courage to be the change you want to see
- Listening generously, deeply, discarding all else.
- No other agenda other than to listen, your self interest is out of the equation
- Recognising eldership.
- Removing power from the equation
- Happy people create profits – investment first profit later.
- Valuing people for their innate wisdom
- It all starts with me determined by comparing the internal world with the external world and having the courage to speak it.

ENGAGING WISDOM – SPECIFIC METHODOLOGIES

Recognising that wisdom will be manifest in a company where values are human centred using the following processes:

- Establish a birthday policy to demonstrate recognition of personal milestones and imply value.
- Alignment of a persons skill set with the position description.
- Human centred job descriptions which truly describe the skill sets required.
- Train HR to recognise the human being and not the human doing.
- Outplacement processes which really engage the person
- Be aware of the “public language” which address the skills but not the person.
- Look at the companies philosophy, its core principles e.g. company X values the customer first but make no mention of the value of the employees.
- Stating “People are our best asset” not just as an intellectual concept but engaging the spiritual essence of people.
- Create an atmosphere of balance and nurturing.
- Establish a culture of acknowledgement.
- See people as a human being not a human doing.
- Value the individual as a person so that they will also feel individually valued within the group.

BARRIERS

- Preoccupation with retirement age the loss of wisdom due to an artificial use by date.
- Loss of the wisdom of “Mothers” owing to tyranny of distance and changing culture.
- Loss of sense of meaning due to lack of connection with and value of eldership.
- New technologies making some wisdom sets redundant leading to devaluing the individual.
- Managing by crisis. Attitudes change only when the problem is already manifest.
- The tribal nature of groups pf people which deters the expression of dissident views.
- Fear of lack of providence may well silence someone who has something very important to say.
- Group think

PARADOXES

- Can opposing views both be wise?
- Can you be wise even if you are making a mistake?
- Is wisdom always ego-less?
- Is there an hierarchy of wisdom?
- Where does wisdom fit in a quality or performance standard?
- Is wisdom a function of age?
- Do children have access to wisdom which is then unlearned?