

# 1. Deciding the structure of mind is important

**Question:** Given exactly the same effort in 1 and 2, which structure of mind will enable the best result? Which will be the most lasting? Why?

| Step | General   | 1. Current: No coherent model of mind   | 2. Spiritual model of humanity (SMH): Full model of mind  |
|------|---|---|---|
| 1    | Input from environment                                  | Input from environment  | Input from environment  |
| 2    | Input into brain  | Circumstances in team/product at work   | Circumstances in team/product at work   |
| 3    | Interpretation largely determined by borrowed knowledge | Multiple models on psychology: No coherent cognitive view, just views of the day and those pursued at time. Tensions over working for the 'man', work/life balance, weak CSR policy implementation, etc. No coherent leadership philosophy.                               | Single model of psychology shown to be correct: Understanding of the issue within a coherent view of mind including self/work/community/job etc. Leadership actively builds skills and self-respect. No significant tensions.   |
| 4    | Input processed by the structure of mind                | Views based on last HR course and current cultural slogans. Job descriptions define job. Person required to adopt current HR role/focus. Act based on current HR focus & political pressure. Is directive, does not depend on any intrinsic talent or view of the person. | Views based on their understanding of SMH as a way of life. Role specifications determine focus at work, and balance work-life as part of life. Person understands themselves, the community, the business in community, their place in team. Act based on their understanding. In no-directive and intrinsically engages curiosity, creativity, determination. |
| 5    | Output in action to manage the environment              | Result  | Result  |

Experience shows that if there are 'perfect' actions, called ideal actions for ensuring greatest chance of greatest success, then changing from 'traditional' views as in 1 above, to SMH based technology, as in 2 above, shifts actual behavior toward ideal action typically between 6 and 12%.

Applying the principle of better science leads to better technology producing better results throughout the organization, results in often small changes in sales and operating costs, but profits are the result of the difference between these two big numbers, hence small changes in the big numbers can result in large gain in profit.

Each factor of the profit and loss will respond differently to actual behavior closer to ideal actions.

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Business [www.opdcoach.com](http://www.opdcoach.com) SSRN author page [www.ssrn.com/author=2572745](http://www.ssrn.com/author=2572745)

Science page, spiritual model of humanity [www.spiritualmodel.com](http://www.spiritualmodel.com)

Below the spreadsheet based on a 10% movement of actual behavior to ideal actions, with sales giving numbers improving 0.3% for every 1% gain in behavior and costs a 0.1% reduction for every 1% gain in sharper actual behavior. With 10% shift of actual behavior toward ideal behavior, which is a 10% shift to behavior offering greatest chance of greatest success. Then sales increase 3%, cost reduce 1%, the assumption is sales gained with 1 reduction in margins, due totally sharper and more focused and committed sales behavior. .

NB: This result cannot be gained by any form of action by senior leadership. It is NOT a recovery program it will only apply to a successful organization seeking to make the most of its human capital. I judge few sales directors who would not agree 3% gain in sales is possible without stimulating adverse competitor activity, so no loss of margin. And typically, a 1% reduction in all costs is judged feasible.

| Factor   | Traditional HR management | 10% Gain in actual to ideal |    | OPD technology |
|--|---------------------------|-----------------------------|----|----------------|
| Sales  | \$100,000                 | 0.3                         | 3% | \$103,000      |
| Costs  | \$90,000                  | 0.1                         | 1% | \$89,100       |
| Profits  | \$10,000                  |                             |    | \$13,900       |
| Profit increases due better thinking supported by improved leadership again derived from better thinking |                           |                             |    | \$3,900 or 39% |

Note the books:

1. *The Mind of the CEO* (September 1, 2016). Available at SSRN: <http://ssrn.com/abstract=2833571>
2. *Rollout: Improving Rollout of Business Strategy* (September 6, 2016). Available at SSRN: <http://ssrn.com/abstract=2835794>
3. *Executive Pocket Guidebook* (December 12, 2016). Available at SSRN: <https://ssrn.com/abstract=2883985>
4. *Human Capital: The Science of Valuing People on the Balance Sheet* (December 28, 2016). *Human Capital: The science of valuing people on the balance sheet, published by Institute of Theoretical and Applied Social Sciences Auckland New Zealand, ISBN 978-1-877341-35-9.* Available at SSRN: <https://ssrn.com/abstract=2891129>
5. *Time Budgeting: Building Personal Purpose and Motivation* (December 29, 2016). *Time budgeting Building personal purpose and motivation, ISBN 978-1-877341-37-3, 2011.* Available at SSRN: <https://ssrn.com/abstract=2891384>
6. *The Last Leadership Book You Will Ever Need Read: Personal Purpose, Fulfilment and Community Service Through In-Depth Understanding of Who We are, Where We Came from and How We Work* (January 1, 2017). Available at SSRN: <https://ssrn.com/abstract=2892340>
7. *Modern Team Leadership: What to Do to Ensure the Team Has Greatest Chance of Greatest Success* (January 2, 2017). Available at SSRN: <https://ssrn.com/abstract=2892575>
8. *The Role of Human Resources Management in the Modern Organization: Applying Scientific Theory to More Effectively Link People to the Organization Making HR the Driver of Strategic Success* (January 2, 2017). *Published by Institute of Theoretical and Applied Social Science Auckland, New Zealand.* Available at SSRN: <https://ssrn.com/abstract=2892793>

They all apply the same science of spiritual model of humanity, merely from different points of view in the organization.