

SYNOPSIS

“*Spiritual Intelligence at Work*”

by Colin Tipping

A Revolutionary Approach to Increasing Productivity, Raising Morale and Preventing Conflict in the Workplace

Constituting the very lifeblood of an organization are the four main forms of energy flowing through it — **money, data, materials and “humenergy.”** If the flow of any one of these forms of energy is impeded, the organization suffers greatly. The first three, being subject to measurement and control, are easily managed. Humenergy is not. Yet, we know it to be extremely harmful.

*Humenergy is the subtle and largely unconscious material that every individual brings to work and acts out — usually to the great **detriment** of the organization. Humenergy is so subtle it does not yield to traditional conflict resolution procedures and will create problems at all levels within the organization. It is a problem for which, up until now, there has been no answer.*

This book outlines a revolutionary approach to reducing the harmful effects on the workforce, and on corporate efficiency, of toxic humenergy. Colin Tipping has developed a simple, low-cost methodology to neutralize harmful humenergy that utilizes that which everyone has in equal abundance — **spiritual intelligence**. The benefits that result from its use include:

- **A significant reduction** in incidents of conflict, dissent, discord, sabotage, cynicism, racial tension, negativity, absenteeism, turnover and attrition.
- **A significant increase** in morale, job satisfaction, loyalty, cooperative team spirit, productivity and profit.

The GiCo Story

The author presents his ideas both in didactic form and through story. The GiCo Story constitutes Part II of the book, and is an account of how the repressed subconscious material (humenergy) of six employees, all working at different levels of a company called GiCo, Inc., gets acted out. We get to see the results, and they are not pretty. The president is one of the six. Because of his humenergy, he almost destroys the firm. Through a personal crisis, he seeks help and finds it through a process called Radical Forgiveness. This leads him to the Quantum Energy Management System which he installs in the company and turns the company around.

Summary of Chapters

PART I: MANAGING SUBTLE ENERGY

Chapter 1: Humenergy

The concept of energy flow within a corporation and how it needs to be kept flowing. How individual energy fields and overall corporate energy fields interact. Gross energy and subtle energy. Humenergy is subtle energy — physical, mental, emotional and spiritual. How toxic

humenergy poisons relationships at work and damages the organization. Subtle energy myopia - we cannot go on ignoring it. We now have the means to identify it and manage it.

Chapter 2: The Humenergy Continuum

Another way to understand the nature of humenergy is to see it as a continuum, with physical energy at one end of the scale, spiritual energy at the other and emotional and mental subtle energy in between.

Chapter 3: It's All Energy Anyway

Explains energy in terms of theoretical physics and how it applies to modern management. Newtonian physics deals with gross reality, quantum physics with subtle reality: management needs to now do the same in order to use the entire spectrum. We now have the technology.

Chapter 4: Medicine and Management Sciences

How the development of medical science parallels the development of management science. From allopathic medicine to energy medicine and quantum healing. From "scientific management" to "quantum energy management."

Chapter 5: Manifest and Latent Humenergy

Manifest humenergy is that which is recognizable human behavior. Latent humenergy is subconscious, well hidden and disguised. Manifest and latent emotional humenergy, mental humenergy and spiritual humenergy.

Chapter 6: What is Spiritual Intelligence?

This chapter explains the nature of spiritual intelligence as a particular faculty of mind that follows on from mental intelligence and emotional intelligence. It looks for the evidence for its existence and suggests how it can be accessed and used to dissolve emotional issues.

Chapter 7: Humenergy Dynamics

Humenergy has a number of subconscious core-positive beliefs and core-negative beliefs attached to it. They come from our wounds and our acting them out is our built-in instinctual drive to heal the wound. Through the law of attraction and resonance, we enroll others to help us do it, by creating a symbolic replay of the empathic failure that caused the initial wounding. Though necessary, this is damaging to the corporation. The book shows how this 'healing' can be achieved without the need for conflict or drama.

Chapter 8: Healing Our Primal Wounds

This goes into more depth about how we attempt to heal through creating conflicts and dramas and how departments might also use collective humenergy to create toxic interdepartmental rivalry and damaging obstructionist behavior.

Chapter 9: The Humenergy Shadow

Repressed shame is also the basis of a great deal of toxic humenergy. What we see in others and object to is what we have denied and repressed in ourselves. "If You Spot it, You Got It!" This is the cause of many an upset at work but it never appears that way. The methodology deals with it and obviates the need for conflict to arise. Relationship automatically improve.

Chapter 10: Projecting Humenergy

We project onto others what we hate in ourselves. The root cause of many conflicts is the person's unconscious need to find a suitable person on whom to project their shame, anger or rage. It is always heavily disguised but always shows up as self-righteousness.

PART II: THE GICO STORY

PART III: SPIRITUAL INTELLIGENCE AT WORK

Chapter 11: A Win-Win Technology

This chapter shows how humenergy can be neutralized by activating the person's own spiritual intelligence. The proposed system provides the opportunity to take a proactive approach to managing humanity and preventing conflict, high attrition, sickness, bad morale, etc.

Chapter 12: The Q-Work Tools

This chapters explains how the tools work and how they provide a self-help, therapy-free system of creating balance in the energy of the corporation by helping each individual create balance in themselves. Analogous to acupuncture - managing the subtle energy flow in the body by inserting fine needles. The tools of QEMS are the equivalent of the needles.

Chapter 13: The Benefits

This chapter sets out the many benefits that accrue to the organization such as indicated above: A significant reduction in incidents of conflict, dissent, discord, sabotage, cynicism, racial tension, negativity, absenteeism, turnover and attrition. A significant increase in morale, job satisfaction, loyalty, cooperative team spirit, productivity and profit.

Chapter 14: The Benefits to Small Business

The smaller the business, the more damage one person can inflict on that business. It therefore becomes more important to make sure that this does not happen. It is also extremely helpful to the business if the owner or manager is aware of this danger and uses the system himself or herself.

Chapter 15: The Benefits to the Individual

When a company makes this available to its employees, they see it as a benefit. It helps them deal with emotional issues in a therapy-free way and to become happier and more peaceful at home and at work.

APPENDICES

Appendix I: Human Dynamics at Gico

An analysis of the Gico story to plot the various kinds of humenergy being played out in the dramas that were happening at work.

Appendix II: The Balancing Humenergy Worksheet

Detailed instructions on how to complete the Balancing Humenergy Worksheet that is stitched into the back of the book.

Appendix II: Resources