

## Attitudinal Training and Education for Sustainability

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### Introduction

A human being is a Natural Capital and not a resource. Any resource whether natural or otherwise is generally material or physical—a lifeless thing, whereas Human Being is a living, dynamic energy being/entity rather than a physical or material entity. Therefore, a Human Being (he or she) needs to be treated like that and not as material machinery (dead/lifeless-resource) to produce goods or cash-profits.

All education is finding one's own real center, true nature i.e., to be able to live happy, active, purposeful life, actualizing one's own gifted talents. This requires, identifying one's inherent potentialities. And this, in turn, requires, uncovering, developing them, if they are hidden or latent from consciousness, which is the purpose of education. Life is nothing, but a series of possibilities. This is the basic issue of dealing with Life. To live Life most effectively against all odds is the basic issue. Therefore, we have to live in harmony, peace, and effectiveness. This means producing results, bringing harmony in disharmony by relating better with both inner and outer possibilities and integrating them wherever required. This is the crux of whole education; as unfoldment, expansion, upliftment and reaching a cent-percent self-actualization, wholesomeness, growth, development in harmony as well as progress, prosperity in material/worldly terms by enriching our and other's lives by removing and being free of lack, poverty, fear and dependence of any and every type [1].

Uniqueness is the building criteria of life forms in Nature and natural phenomenon/manifestation... be it animal, mineral or vegetable kingdom. There is a rhythm and natural growth in Nature. Each species grows as per its unique inherent/intrinsic nature, quality and characteristics. If we closely and keenly observe nature, there is cooperation in the growth of life forms and also mutual support ~ and unfolding of its unique qualities as per individual seeds, if adequate nourishment and nurturing in terms of inputs of food, water, sunlight, fertilizers, and catalysts are provided at the right time and place. This is the philosophy or theory of growth, evolution and/or unfoldment-or in short Education. Perfection is the ultimate in this unfoldment or growth and the quality and characteristic of perfection is inherent in any seed. Right education is, to provide a nurturing and supportive environment to students/people As a great Indian and Vedic philosopher of Modern India remarked 'Education is the unfolding of perfection already in man', individual nurturing is part and parcel of this process of education. Each person as seed form has to be given or provided individual/unique attention and input to allow his perfection to unfold. For this we have to be open to our feelings-intuitions; inner dreams-desire, drive and wish, interests-aptitudes, visions etc. Instead of learning by rote (textbook-learning) utilization of potentials and inner-latent talent, possibilities should take place

leading to rightful living, concentration and developing wisdom and creativity. The secret is seeing possibilities in everything. The environment has its tension need and its equivalent energy content, which is problems-disturbance; looking for solution-balance and we need to address this and cope-up and overcome opposition, obstacles, condemnation. This is what is termed as integrating or relating better to the environment. For this, concentration and orientation towards outward-extroverted behavior is required. This is done by sharpening our sensors i.e., antennas, towards need fulfillment in the target group by self-specialization socially by developing suitability and harmony i.e., turning towards it. This is the true education in tune with Nature and Natural Law and Principles.

This is also, the whole business of being successful, unique and living life effectively. And, true education should provide this. Every individual is full of possibilities, potentials, unique to oneself. We have to start with these premises (or assumption)/base. One has to find out his/one's own unique qualities, specialties (strength and weaknesses) and relate to his immediate surroundings. The whole exercise boils down to the integration; relation/interaction of the self-sharply profiled specialty profile (developed to generate social specialization and attractiveness) to the surroundings or environment and neighborhood. This is an education in nutshell. This can be done through various strategies, techniques, tools, weapons, mental and skills training, attitudinal-development etc. Finally, we have to evaluate, identify our abilities correctly and honestly and match them with the available options and noble ambitions, personal or otherwise because ability/ambition equals happiness. This is a good and the only goal, purpose, objective of every life [2].

And it is a great challenge for HR strategists and Thought Leaders to make, build people by connecting them to source (inner infinite energy-power-source) and create a way-ahead as path-breakers or pathfinders and pioneer the road ahead for HR to develop into a living phenomenon to influence the world-human affairs into a intangibly → tangible top-down (approach) based outputs/outcomes or results, which are in line with natural phenomenon or principles; (on the basis of Conscious energy-top to physical/material down-approach as in our Vedic Panch-Kosha theory of Anandmaya Kosha to Gyan-Vigyan Maya Kosha to Manomaya Kosha to Pranamaya Kosha to finally Annamaya Kosha).

It is unfortunate that HR function is moving towards and in partnership with Profit-Centre function in close proximity to cash or asset or profit management (like earlier, it was part of MD's P and L management function) not that these are not important, but we have to build people to build organizations/Institutions, which can deliver in synergy and unison for the good of all in a horizontal-spread manner across the human populace and not vertical growth (without the fruits or profits reaching in equilateral terms to the last Human entity) [3]. This will pave the way for synergizing the people to the teams to the departments and to the HR systems (which run/support the organizations)-to the organizations, society, nations, and the world to deliver effective-efficient (zero-tolerance and near perfect) outputs/outcomes to its stakeholders and lead to Sustainable development!

## References

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