

Abstract.

Mining Secondary Processes in Organisations

Authors - Kaushik Gopal and Anuradha Deb

This paper aims to present the findings of a path breaking corporate intervention which was designed to result in optimum corporate health.

Corporations whilst professing to take responsibility of employee health often institutionalize processes like annual health checks, gyms and etc. and feel that they have met their commitment.

Conversely employees in the current work scenario, as reflected in the global trends get stretched, stressed and lose perspective of work life balance as they go under the pressures of long working hours, family responsibility and ever changing demands of the knowledge industry.

The result is that time bombs like sudden deaths and a high incidence of stress related diseases effecting health of employees impact corporate delivery and resultant wellness of the organization....the organization sits up shell shocked and reeling under this impact.

The interventions were done at the managerial level of white and blue collared organizations belonging to widely different industries. We present the paper in a fourfold step by step process of:

Diagnosis

Process of Intervention

Result achieved

Way forward.

The results achieved clearly proved that such interventions create path breaking paradigm shifts in the understanding of corporate wellness and the subsequent ways of achieving optimum organizational health.

On retrospect we realized that this kind of an intervention clearly fits into Dr. Arnold Mindell's theory of primary and secondary processes which need to be recognized and integrated for the total health of an individual, group,

organization and cultures. We have therefore made an attempt to integrate the theory and the process to give readers a clear glimpse of the above.