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## **“SIGNIFICANCE OF SOCIALLY ORIENTED SPECIALISATION”**

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**Abstract** : This article aims at depicting the significance of concentration of forces for individuals and organisations on a special ability, a ‘fixed point’. This article narrates how special abilities lose their value more or less rapidly due to dynamic changes and hence concentration of the forces will become more and more dangerous because of the dynamics and ‘specialist of unspecialisation’ is becoming more important than a specialist who is losing importance. This article discusses that ‘an all-round disposition, an experimental attitude, imagination, self-control and an awareness of reality’ are the abilities which will be specially in demand in the future.

**Key words** : Multidimensional Specialisation, special abilities, dynamic flux, Gaining a ‘fixed point’, individuals and organisations.

‘Multidimensional Specialisation’ (MDS) has been renamed ‘Socially-oriented Specialisation’ because its characteristic feature comes out more clearly with this name.

Socially-oriented specialisation is based on the fact that most of the special abilities lose their value more or less rapidly due to dynamic changes. For individuals and organisations it is important to concentrate their forces on a special ability which does not lose, but rather gains, its significance. Only around such a ‘fixed point’ can they purposefully crystallise newer and newer experiences, knowledge, connections, etc., and become more effective, more well-connected and more successful with each passing year – right upto their old age.

Archimedes is supposed to have said “ Give me a fixed point and I will lift the earth from its hinges ”. He meant that in a dynamic self-moving system one needs only a fixed point in order to deflect the already existing movement in the desired direction.

It is well said ( by Michel de Montaigne 1533-1592 ) that “ For those who have no harbour, no favourable wind will blow ”. Whoever allows himself to be torn away by the rapid torrents loses the chance of conducting the rapid torrents to his own mill and letting them work for him. Only he who has a fixed point as his goal can make use of the storm of technological, economic and social changes. Without it he will be pulled hither and thither aimlessly by the storm of changes. He who allows himself to simply float will meet with failure.

It is absolutely certain that individuals and organisations must concentrate ; it is also equally certain that concentration of the forces will become more and more dangerous because of the dynamics which are becoming increasingly faster. In 99% of the cases, one concentrates on activities which are overrun by developments. One of course becomes a specialist to a high degree, but the special ability will sooner or later no longer be in demand. How insecure the most experienced scientists themselves are can be seen from a talk by Professor Haseloff, who said that “ the specialist is losing importance but the ‘specialist of unspecialisation’ is becoming more important ”. What he means is that the kind of specialisation practised upto now is losing importance and that the ‘specialists of the most essential things’ ( namely of the deeper inter-relationships ) are becoming most important. It is just that up to now one could not imagine how one can be a specialist and yet be the master of the totality of inter-relationships. One can become a master of the totality of inter-relationships by controlling from the core.

The danger of the specialist is that his special ability will be overrun faster and faster by developments and he will no longer be in demand. He has to change his activity. In the process the most important parts of his experience, instincts, self-automatisms, connections, etc., become useless. It is as if he is losing his assets. The fact that these assets are intangible (invisible) only makes it worse.

Educationists and employment exchange authorities have resigned themselves to the fact that man has to relearn more and more frequently and change his profession often (according to the latest statistics, thrice in his life on an average ). The sciences and the authorities are taking pains to make him fit for the more frequent relearning through broad basic education and training. This overlooks the fact that :

- a) man loses, latest by the 40 th year of his life, the ability to ‘grow into’ new professions and social groups.
- b) the knowledge which is learnt in an academic manner loses its significance for success while the abilities which are acquired directly out of a profession gain in importance. This lead in ‘well-set’ (long established) knowledge cannot be achieved through re-training. For rest of his life the man remains an under-privileged ‘ professional refugee ’ – with lesser and lesser social contact with others.
- c) so much time and energy are invested in the breadth of training and in further education that nowhere are the time and the energy concentrated at a point so as to deliver a peak performance. The result is that the man is not as good and as profiled as he can be in his function. He is the last person to be employed and the first person to be dismissed. He can of course console himself with the fact that all the others are also equally wrongly educated. Broad basic education causes just that which it should prevent : man becomes more mobile than he would like to be and he cannot anywhere effectively take root in

understanding and in instincts – not as effectively as he can if he were to concentrate his forces on his special function.

- d) the older person can be retained as far as understanding goes, but he is accepted by his new working colleagues with greater difficulty (compared to a younger person).
- e) the frequent changes and the frequent retraining are not necessary. They are the consequences of a wrong strategy.

Many people consider themselves to be especially progressive if they express the opinion that modern man must be more mobile in order to be able to assert himself in the dynamic flux ( in a situation in which there are dynamic changes ). This generalisation is wrong. It is like untying a ship and letting it loose in a storm so that it can dance better on the waves. It adapts itself to the storm and the waves for some time – until it is driven somewhere and is destroyed. The case is somewhat complicated : the more dynamic the circumstances become the more firm must man become in his goals ; at the same time, the more flexible must he become regarding the means and the methods with which he pursues his goals. The same is true for an organisation.

Gaining a 'fixed point' is necessary for individuals and organisations :

- a) In order to tap the dynamic forces around oneself as driving forces, and not to be tossed around by them.
- b) In order to delegate faster the consciously-controlled jobs to the sub-conscious mind and thus make the conscious mind free for other new tasks. This taps enormous reserves; one has at one's fingertips what others do not have in their heads.
- c) In order to let the emotional ( feeling- related ) connections between oneself and the environment grow, and thus not be torn off again and again through constant changes.
- d) In order to overcome the growing dissipation, emotional rootlessness, ineffectiveness, uncertainty and resignation.
- e) In order to gain effectiveness, assurance and calmness which one needs to pursue one's goal without any deviation ( single-mindedly ).
- f) In order to build purposefully brick by brick, and become with each passing year ( right upto an advanced age ) more and more effective, more and more influential, more and more successful, and more and more irreplaceable.

Individuals and organisations learn and work with more than just their rational senses. And they are also connected to their environment with more than just rational connections. When Professor Haseloff predicts that, 'an all-round disposition, an experimental attitude, imagination, self-control and an awareness of reality ' are the abilities which will be specially in demand in the future, he is referring to abilities, which to a large extent, are driven by feelings ; reason merely guides and checks these abilities.

**Conclusion :** It is just when everything is changing ( when the old order is collapsing and when people begin to believe that nothing and no one can be trusted ) the abilities and connections which are based on emotion become more and more important. Whoever ignores these abilities, because they are intangible, ignores the actual cause of success and the actual relationship between individuals and organisations. Besides the rational abilities and connections, individuals and organisations need also those abilities and connections which are based on feelings. They can grow only around a fixed point.

**Reference :**

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