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## HOPE as a framework for the positive organization

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India has developed deep knowledge and rich practice referring to the fundamental question: what is a good life? Sri Aurobindo, The mother, Swami Vivekananda are just the first names of many others coming to mind, if we consider the meaning of life as well as a healthy and happy life style. Since organization nowadays is not only the mere place of earning an income any more, conditions of work matter – at least and fortunately for a growing number of people around the globe. What is a good organization? This significant question arises when we think about what kind of place the workplace, i.e. organization (in the majority of cases), today could be or even should be. So many metaphors are being offered by Indian wisdom and practice, so many of them wonderfully cover dimensions or aspects of what we would call positivity. One of those, created by my guru (teacher) and friend, Prof Subhash Sharma, is HOPE (Higher Order Purpose of Existence), which is closely connected to the idea of enlightened leadership. Where Indian cultural heritage stands for wholeness and spirituality, Europe has been proud of its capability to criticize and deconstruct. Enlightenment has a long tradition, from Kant, Marx to Foucault. Attempting to blend perspectives and ways of expression from two systems of knowledge, building the intellectual Indo-European arch, the author would like to offer an outline of HOPE as a framework for positive organization to this conference.

## Biography

Michael Zirkler, started his professional life as an Entrepreneur in the media field, worked as a Campaigner for personnel marketing, eventually studied Psychology and Sexual Sciences at the University of Hamburg (Germany), where he also earned his PhD in 2001. In 2004, he was appointed as Assistant Professor (economics) at the University of Basel (Switzerland) and serves currently as a Professor for work and organization psychology at Zurich University of Applied Sciences, School of Applied Psychology (Zurich, Switzerland). Presently, he focuses on research and teaching in applied social system sciences, critical management studies (primarily leadership and social transformation) and international collaborations (India, Israel, Thailand). He is particularly occupied with social innovation for individuals and organizations, learning architectures and designs for the next societies, as well as positive organization in theory and practice. He is also doing intensive international consulting for profit and non-profit organizations.

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