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## Human and professional sustainable development by using the EFI ROM creative method

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### Abstract

Elaborated for the human and professional sustainable development of human resources within innovative enterprises by using creative techniques for rendering efficient own activities. A solution for promoting innovative management in the field of human resources in these units is the use of the own original creative method EFI-ROM. It can be applied to selfmanagement and all management hierarchical levels with responsibilities in short, medium and long-term decision. It was tested on the occasion of carrying out some innovative project. In the present paper we present an improved variant and adjusted to the specifics of innovative organizations.

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### 1. Introduction

Some people think we're at the point where everyone can choose to change their way of perceiving and understanding the life or remain trapped in old patterns that generated the crisis. It's like a choice between seeing things around as far or open your mind to see including more subtle meanings, rich in information and meaning. We are in the period of transformation - some start to enjoy and take advantage. There is already another way to relate to the surrounding reality. This new change our destiny gives us the power to change it if we want. We can make our life path consistent modeling. We know that a transforming experience shapes our whole being, not just the issues

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involved in the experience. For some people has already been a paradigm shift of all our conceptions about life, about the art of living, about the meanings of our lives, about the true meanings of big events in history. But for some things will remain the same. Some may live in reality, others in another. Some may believe in the possibility of change in shaping the thinking and character, others may continue to believe in suffering and fatality. Some draw their reality certain events that match their beliefs and their way of thinking, others draw completely different events. Some complain about the environment in which they live, others live unaffected by environmental hostilities. We live on the same planet as before, but we have different perceptions. These differences are becoming larger and illustrates the way we think - that paradigm, how to see the world.

Horizon 2020 is the biggest EU Research and Innovation programme. It promises more breakthroughs, discoveries and world-firsts by taking great ideas from the lab to the market. [1] The creative method EFI-ROM is useful for individual use in order to evaluate performance and limits, but also for experts within the human resources department of innovative organizations. It assumes knowing the persons subjected to this method because it is successfully employed for logical, perceptive and professionally dedicated individuals who are aware of the requirements related to mobility and openness towards innovativeness at their workplace. It is applied particularly when there is no suitable solution or, when with aim of bringing about a rounded-up successful outcome we intend to improve the already adopted solution. We activate the interior potential being aware of own intentions. It starts with self-questionnaires and results are obtained especially when we persevere and make our solution applicable for others as well. It is useful even when we believe that there is no viable solution.

## 2. Method Content. Information Potential

### 2.1. About classifying individuals from the viewpoint of reality perception

Man is a complex being with several characteristics that evolve and interfere permanently. By and large, there are inclinations which are more or less marked – with respect to the manner in which man is ready to perceive reality. Education can – between certain limits – contribute to “polishing” one or the other of the main inclinations. In essence, the most important characteristics of man, from this viewpoint are related to the way of analyzing reality either logically, or more imaginatively, or rather affective.

Each man has a mission he can accomplish with dignity. Some don't know how. It would be useful if they would understand that each of them is but a petal from the world flower and that they need self-respect and show respect to the others. The world can evolve normally only if the vast majority understands that they are part of the same whole. [2]

In order for man to succeed in life, he needs clearly defined objectives, up to the slightest detail. Without this important element he cannot know where he finds himself and cannot be content. It requires careful analysis, a clear definition of anyone's aims.

The steps that can be undergone for deciding on own objectives are:

- defining the notion of objective;
- realistic analysis of possibilities of achieving a realistic objective;
- subjective analysis of the possibilities of attaining an objective;
- analysis of some objective examples;
- opting for a set of personal objectives;
- inventory of objective and subjective chances of attaining the determined objectives;
- putting into practice a set of techniques for attaining the objective; in essence it can be opted for rational, realistic techniques – particularly for easily reachable objectives and for imaginative techniques combined with logical techniques in view of daring objectives.
- The stage of detailed knowledge about available techniques is important, a well as assimilating the suitable ones and persistently applying them.

## 2.2. Brief presentation. Principles. Stages.

It is built in two basic variants: the variant applicable particularly to persons preponderantly imaginative and logical. Both are good; it is important to actively participate in the intended application, by confidently making use of it.

The start is a set of fundamental questions applied locally in a global context – as presented in what follows:

- - Where I intend to get in life, and why?
- - Where did others get who followed the path I intend to take?
- - Why have others succeeded? Actually, who do I believe has actually succeeded?
- - Could I do the same?
- - Are there also negative aspects of success? Can they be avoided? How?
  - I am aware that I am a fragment of the planetary ecosystem.
  - I release creativity/force within myself to show.
  - I give freedom to the joy and success to come closer to me.
- How can I know that joy and success are close for me?... Easy: finding out that sometimes you want to sing, smile and say “thank you God!”
- Are there any truths that I am not enough aware of?... Yes. Perhaps the most important is the one of knowing that it is not a must to suffer in this life. And then, perhaps it would be good to acknowledge that each of us has a place under the sun, that there is enough room for anyone’s success. Also, one can remember that always joy comes to those who deserve it.
- How can I earn also the “joy of success”?... By making proof that you as well can gift another person the chance to success. Practically use any occasion to gift a smile, an encouragement, and to ask nothing in return.
- Is there something inside us opposing kindness and altruism?... Yes, sometimes we are in the bad habit of believing that by giving we become poorer. In reality, the truth is quite the opposite: by giving we get rich.
- Somewhere in the collective mentality are there some “tumors” that can be extirpated?... Yes, but only when there is a common resolution to this end. For instance, in some collectivities there is the bad habit to believe that success chances have diminished. The reality is that in all bad there is an enormous positive potential, which can be easily be put to good use. The issue is to change the bad for good, like in fairytales.
- Can one change bad into good?... Not only it is possible, but it is very easy to put yourself in the positive situation of knowing better the disadvantages of bad. It might be said that you became immune and know very clearly what is good. You may feel the good as if it existed. The apparent contradiction is related to our habits, and habits can be educated, like the mind, heart and life. Yes, even our life can be changed through education, re-education in accordance with the natural rules of success.

Changing attitude and openness towards performance “for the good” presupposes undergoing three stages:

- stage 1 – knowledge of self
- stage 2 – lessons about the successes of other persons;
- stage 3 - own course about the "Way to personal success".

The next stage requires more patience. The failure of the first stage put outside of reach the success chances. The second stage learned before stage one can create interior imbalances, hence major failure. The natural, matter of course order is the following: knowledge of self, knowledge of others and finally the practical definition of the own way to success. Only in this way exists the guarantee of success.

Aren’t there any shortcuts?... Any shortcut is unnatural. What would a child do in the situation to face the challenges of an adult with a lot of problems?... What would a flower do without roots and stems?... What would a good thought do in a hostile behaving environment?... What would you do if you were incapable to discern good from bad? ... What would you do if all would see your deeds just as acknowledge success and you would consider them as failure after failure?... What would happen if day would not come after night, good weather after bad?... What would happen if you would find that each stage has its logic, that each stage is useful and necessary? You could be content that there is a natural order of things, that life deserves to be lived with joy because it is beautiful, and that the joy of success comes when it is due; and it is due when you undergo the natural stages. No rush, no attempt to rush the fences brings joy!

Can one not speed up each stage of life?... Yes, in agreement with the universal laws. Results matter. When you have reached the pre-established target you may go to the next stage. Then, and only then. When maturity shows you can decide to self-promote yourself to the next stage.

How can you know that you reached maturity?... If you know the objective and if you reached it, then you are mature from this viewpoint. Still, you must be careful against false sensations of maturity. Sometimes you are tempted to believe that you have finalized your job and deserve a self-promotion.

How can I be sure that I've matured from a certain viewpoint?... By teaching others and finding that they have understood and apply successfully the knowledge of your maturity.

### *2.3. The harmonious creative EFI-ROM method – the variant applicable particularly to imaginative persons.*

The method consists in 3 sequences [3]:

#### 1. Identifying the Initial Harmonious Sponsor Thought

a. For any problem, of any nature after a “complete impregnation with that problem” we leave room for a moment of quiet, of relaxation;

b. After finalizing the previous stage we remember a nice moment from our past and leave ourselves be “impregnated” by the pleasant memory;

c. Being “impregnated with the pleasant memory” we remember the problem for which we search a harmonious efficient solution and review first thoughts, impressions, solutions, that appear. We write them down for careful ulterior analysis;

d. When we get the subjective feeling that we found the suitable solution we stop “dreaming”;

e. We make a “cold fact” inventory of jotted down ideas while in creative reverie.

#### 2. Identifying the final Harmonious Sponsor Thought.

Being aware that any end is a new beginning we can believe that we have searched after another kind of initial Harmonious Sponsor Thought. Everything repeats itself on the background of richer experience. It is good to be aware that any thought, word, and deed has consequences. The harmony generated by “flows of Sponsor Harmonious Thoughts” for beginnings and endings confer to life full harmony. The practitioners can have surprises over surprises.

#### 3. Offering the entire method and known applications for use to all who desire it.

The method can give results particularly when we persevere and act so that our solution is applicable to others as well. We may mention that something “miraculous” occurs when we become “masters” in the creative harmonious method EFI-ROM. This method is useful even when we believe there is no viable solution.

### *2.4. The creative harmonious method EFI-ROM – Variant applicable particularly to logical persons.*

The method presupposes undergoing the following stages[3]:

1. logical identification of the maximum achievement we had;

2. the logical identification of the method which gave best results during my life (irrespective of field, of life sequence);

3. identifying best friends who have contributed to my memorable life successes (if there isn't anyone, count on yourself as such);

4. identifying some achievements of others – which we appreciated as positive;

5. identifying solutions which stirred the envy of friends (or own envy);

6. identifying life sequences that we could not find the appropriate solutions for up to now;

7. outlining at least three possible logical solutions to the issue in question (the efficient harmonious solution of which we are searching for).

## **3. Applicability of the Method in Modern Human Resources Management.**

In the knowledge-society and of the new economy, innovativeness and flexibility are the main factors which trigger market presence of the economic agents by permanently increasing economic competitiveness. The human

resources are the most valuable capital of the company, and knowledge, competences, abilities and work-skills are the intangible capital with the highest valuing potential. But irrespective of how good an employee is trained, his potential value changes into added value at company level only if it is put to good use through concrete actions and decisions, assimilated knowledge through education, and continuing training. Involvement and attachment to the company's objectives represent other indispensable attributes for efficient, competent activity in each workplace. For managers, the decisional component of the specific attributions presupposes also the capacity to absorb in a conscious, correct and pro-active manner the current issues and particularly the opportunities of development and performance - starting with human and professional sustainable development.

The suggested method can be successfully applied in the selection stage of the management staff, of testing the capacity to take over a management position, and in the stage of periodically assessing the activity as well. Such an exercise applied at the level of organizations which incorporated in their current activity technological and non-technological innovativeness determined a change in the attitude of managers at the second and third level with respect to the global performance of the company, more precisely the surplus of value added obtained through the integrating approach and solving specific issues from the workplace in correlation with the general and strategic objectives of company's development.

The outcomes are the more significant the more dynamic the company is under the aspect of incorporating and applying modern methods of organizing the activity and managing human resources.

Our model consists of:

1. awareness through information on practical concepts deep tradition (Christian) of Romania, cultivating authentic values (examples and models of good practice);
2. forge a non-formal and informal learning context for lifelong learning-centered practice - just solving problems glocal (local integrated in a global context);
3. spread good mood generated by the significant results achieved step by step (results at the thought, word, facts - all validated scale public and proposed glocal public for application and development). [4]

#### 4. Conclusions

The EFI-ROM method, against other creative methods used in time has the advantage of allowing for approaching the issue in correlation with the information from the subconscious of the person using it. It might deliver excellent outcomes in situations where other efficient management methods of human resources at the level of the decisional staff prove as heavy, of rendering weak performance or as inoperative. It can be used with excellent results for the staff of the organizations proving active involvement in the company's activities, contributing in an innovative manner to heightened performances. It can be taken over as testing method and of (self) evaluation of the decisional staff, and has valuable outcomes for improving the management of human resources, but also the organizational and strategic management only if the persons for which this method is used are honest about their own person and (ac)knowledge their professional and humane value and competency, are able to define for themselves their limits and are also ready to mobilize the deep information resting within their own being.

We decided to address first:

- those who understand and accept to adapt learning new things, showing open and permissive to new information, accepting a deep thought
- those who have the courage and enthusiasm to pursue a new vision of life, seen as a renewing, exciting and useful - beyond the logic of separation and poverty.

Our model consists of awareness through information on practical concepts deep tradition, cultivating authentic values, forge a non-formal and informal learning context for lifelong learning-centered practice - just solving problems glocal (local integrated in a global context), spread good mood generated by the significant results achieved step by step.

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