Consciousness, the Corporate World and Conflict: Towards a Deeper Understanding and Finding Solutions

Meera Raghu
Tina Lindhard
(Eds.)

CICA International  CCA Global  World Academy of Art and Science
CONSCIOUSNESS, THE CORPORATE WORLD AND CONFLICT: Towards a Deeper Understanding and Finding Solutions

Program and Abstracts
Online Conference
Aotearoa (New Zealand) & Sydney (Australia)
7 April 2020
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Introduction

Welcome to the LII CICA on *Consciousness, the Corporate World and Conflict: Towards a Deeper Understanding and Finding Solutions*, in Albany, New Zealand, 7th April 2020, co-organized by CICA International, Centre for Conscious Awareness Global, and World Academy of Art and Science. We are very grateful to Massey University for initially offering a venue for the event, which has now turned into an online conference beamed out of Sydney, and not New Zealand.

Many of you might not know that it was in a CICA conference in Seville, in May 1986, where scientists from various continents and disciplines elaborated the world-renown Seville Statement on Violence. In a nutshell, they all agreed that it is scientifically incorrect to say war and other violent behaviors are in our genes. This was a great step forward at the time. It was endorsed by the 1989 Paris General Conference of UNESCO, and later, it gave rise to the UN Program for Culture of Peace.

CICA conferences provide an interdisciplinary forum for world-class scientists, diplomats, policymakers, militia, entrepreneurs, social activists, and people from many different fields and interests, to discuss and exchange ideas about conflict and aggression in a broadway.

Although we have already organized more than 50 conferences in 20 countries all over the world, this is the first time a CICA conference is taking place “down under”. We have a feeling it might be the nuclear-free Southern hemisphere that is and will supply many of the new ideas that will lead humanity to its next evolutionary stage. New Zealand has been at the forefront in sustainably managing its resources through legislation that balances social, cultural, economic and environmental values. It has paved the way for respecting the cultures and traditions of its people and stands as one of the few nations to have incorporated indigenous spiritual values within environmental legislation. And South Africa is, as yet, the only country to give up nuclear weapons, disarm them, and ratify the Treaty for the Prohibition of Nuclear Weapons.

Gandhi considered *Commerce without morality* as one of the seven deadly sins we need to know through the heart to avoid them. In keeping
with this, in this new conference, CICA International and its collaborators address the topic of **Consciousness and the Corporate World** in an attempt to understand the type of spiritual conflicts people have when joining the corporate world, unmask ethical issues and dilemmas involved in corporate undertakings, and suggest ways spirituality might help the corporate world find a new way forward. This endeavor encompasses understanding how different cultures and traditions make decisions and current thinking in various fields in how the transformation of consciousness is being realized in individuals and communities across the globe. Hopefully, through these explorations, we can most effectively reconcile the apparent conflict between the pursuit of profit and human and planetary wellbeing. All these issues will be the subject matter of the next CICA conference.

Because of the Coronavirus, this conference has taken on new relevance, which was not anticipated when it was arranged. Many countries throughout the world are in “shut down”, which is affecting the lives of all. In countries with strong social security systems, the effects will probably be minimized but, as many companies close, there are thousands of people without jobs, indicating that companies are a necessary and vital part of our lives. However, when the health crisis is over, do we go back to business as usual model and carry on as if nothing has happened, or do we all help in creating a new way forward, and this includes companies?

This Conference is now entirely online, and we hope it adds a new dimension, whereby participants can share and exchange their ideas in a virtual way. Hopefully, this may also attract people from the corporate world and provide an opportunity to discuss current as well as future ideas, directions, research, and international developments in this field, thereby facilitating cooperation between the business world, specialists, scientists, and politicians, as well as to cross-fertilizing different areas of interest. In this conference our great strength is our diversity, in terms of our backgrounds, our areas of expertise, our experiences, our abilities and the organizations which have come together to host this conference. Within the investigation into the nature of consciousness, we study context and culture, the ways those broad social forces interact with psychological, economical and sociological processes to affect individual and group behavior.

We particularly want to emphasize that, given the interdisciplinary character of the CICA, besides the discussion of both empirical and theoretical contributions in line with the title of each conference, the conferences are always open to all scientists interested in how to deal with
any of the broader subjects related to the general aims of the CICA. This has always been the norm in previous CICAs.

The scientific fruit of the previous fifty-odd CICA conferences held to date in twenty countries from each continent (Spain, Chile, Colombia, South Africa, India, Sri Lanka, USA [California, New England, and Georgia], Greece, Zambia, Italy, England, Nord Ireland, Mexico, Poland, Turkey, Hungary, and Bulgaria), and now Oceania, is reflected in the elaboration of about fifty publications, most of them in English (see: http://www.cicainternational.org).

In this LII CICA, we count with participants from eight countries and four continents: Europe (Italy and Spain), Africa (South Africa), Asia (Hong Kong, India, and New Zealand), America (USA), and Oceania (Australia and New Zealand).

We are also delighted that CCA Global and the World Academy of Art and Science (WAAS) have joined us in hosting this conference. We would give special thanks to CCA Global, particularly to Sanjay Kumararasingham and Meera Raghu, for their tireless help in running it. We hope this unique combination of “scientists” in the Western sense of the word and "inner scientists" in the Eastern sense of the word, will be fruitful in producing an interesting exchange of ideas on Consciousness and, more broadly and importantly, to contribute, even if modestly, to promote the development of a more humanitarian and conscious society.

Tina Lindhard
7th April 2020
Committees

Chair of the LII CICA
Dr. Tina Lindhard
International University of Professional Studies (Hawaii, USA)
Chair of Consciousness Research CICA
President CCA Spain

Chair of the Scientific Committee
Dr. Camilla Pagani
Institute of Cognitive Sciences and Technologies, National Research Council, Rome (Italy)
Dr. Tina Lindhard
International University of Professional Studies (Hawaii, USA)

Chair of the Organizing Committee
S. Kumarasingham
Chief Executive, CCA NZ

Members of the Organizing Committee
Dr. Tina Lindhard
Dr. Mogi Nayagar
Jeanette Rapson
Meera Raghu

Volunteers
Neelam Brown
Tony James Brown
Organisers & Sponsors

Academic Organizers:

- CICA International
- CCA Global
- World Academy of Art and Science

Sponsors:

- Coppersun Books
# Scientific Program

## Tuesday 7 April 2020

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<td>Dr. Pushpa Bhardwaj-Wood</td>
<td>Keynote address: Sustainable growth and profit - are they compatible?</td>
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<td>Break - 4:10 pm - 4:30 pm - Sydney Australia</td>
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<td>Dr. Meera Chakravorty</td>
<td>Towards Transformation</td>
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<td>Research Faculty in Cultural Studies, Jain University, Bangalore, Karnataka State, India</td>
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<td>12:00 noon Bangalore, India</td>
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LII CICA Consciousness
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| Meera Raghu                                         | The role of Music in bringing harmony in a world of conflict | 5:00 pm Sydney Australia  
7:00 pm Auckland, New Zealand |
<p>| MSc Physics, Sound Therapy Diploma, Classical Instrumentalist, New Zealand |
| John David Cluett                                    | Food Safety                                   | 5:30 pm Sydney Australia                  |
| Researcher, JDC Consulting, South Africa             |                                               | 9:30 am South Africa                      |
| John David Cluett                                    |                                               |                                           |
| Dumisani Khanyile                                   |                                               |                                           |
| Technical Director &amp; Co-owner, Kevali Chemical Group, South Africa |
| Gavin Hulse                                          |                                               |                                           |
| Researcher &amp; Consultant, Fermsolve Consulting, South Africa |
| Tea Break - 6:00 pm - 6:15 pm - Sydney Australia     |                                               |                                           |
| Shruthi Vijayakumar                                 | From ego-centric to eco-centric economies      | 6:15 pm Sydney Australia                  |
| Coach, strategist and educator, Director of Emerge Institute, New Zealand |
| Sanjay Kumarasingham                                | Opportunities and Challenges to Corporate Leadership During the Global Climate Crisis | 6:45 pm Sydney Australia                  |
| Conference Host                                     |                                               |                                           |
| Environmental Engineer, SSS Environmental Services, Sydney Australia |
| Dr. Tina Lindhard                                    | The Corporate World, Metaphysics, Decision Making, Intuition, and the Female Principle | 7:15 pm Sydney Australia                  |
| Conference Chair                                    |                                               | 11:15 am Spain                            |
| Consciousness Studies, International University of Professional Studies IUPS, Maui, Hawaii, USA |</p>
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<td>Srinivas Arka</td>
<td>Keynote Address: Welcoming Intuition and Embracing Failure in the Corporate World</td>
<td>7:45 pm Sydney Australia 3:15 pm Bangalore, India</td>
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Abstracts

Keynote Speech

Sustainable growth and profit - are they compatible?

Dr. Pushpa Bhardwaj-Wood
Director, Westpac Massey Fin-Ed Centre, Massey University

In the past few years, the corporate sector has been challenged to implement the UN Sustainable Development Goals (SDG). As a result, discussions at various levels have been taking place in most countries and some leadership is starting to emerge. Different countries have responded to the challenge of implementing SDGs by setting up new initiatives, introducing policies and reporting frameworks, and refining their existing financial growth programmes.

The presentation will provide a brief outline of the sustainable growth and its relationship with finance and will focus on the initiatives taken by the financial institutions in New Zealand. The presentation will also explore opportunities that lie ahead of us as a community, society and a nation to help bring a balance between our needs and wants. It will discuss some challenges that lie ahead of financial institutes in meeting public expectations. Finally, it will explore the role spirituality and faith traditions can play in bringing about the balance between needs, wants, expectations and responsibility each one of us has towards next generation.
Welcoming Intuition and Embracing Failure in the Corporate World

Srinivas Arka
Philosopher, Author, Inspirational Speaker, Founder CCA Global

The corporate world can pose many challenges for people. A place where intelligence and success are favoured can lead to individuals feeling unfulfilled. The striving for material gains and profits can cause stress, unhappiness and mental health problems. The use of intelligence alone is draining, but it is welcomed in the corporate world where rational thought, logic and analysis are highly valued. Chasing success alone leads to unnecessary competition, jealousy and negative feelings such as fear. Furthermore, operating only from these aspects leads to conflicts within oneself, with others, and damage to one’s relationship with the planet.

Intuition and a heart-based approach are often ignored in the corporate world - It is thought to have no rationale or evidence-base and therefore not accepted in the board room or in a meeting. Likewise, where failure happens, the worldly burden of such events can cause significant distress to people, often leading to more harm.

However, welcoming intuition and embracing failure in the corporate world can lead to wellbeing personally, in others, and in our surroundings. Why? When failure is welcomed spiritually, and with full awareness, the event becomes transformational, rather than a negative experience, the person evolves and progresses. Such awareness can change the way one perceives both success and failure. Intuition invites one to experience heart-based awareness. It is a spiritual experience and can provide guidance in one’s life, leading to harmony. The guiding force of intuition leads to transformational growth, and here there is no conflict but truth. Welcoming intuition through patience and practice will lead to unique solutions and the understanding needed to live harmoniously in all aspects of life.
Abstracts

(in chronological order)

Discovering the Hidden Light house
Dr. Mogi Nayagar
DLit, Masters of Education (Hon), Lecturer Hong Kong University (HKUSPACE)
Ms. Karishma Samtani
Talent Management Professional, Career Coach

This is a joint presentation by a Corporate Coach/Trainer and an Educationist that portrays the impact of the principles of inclusiveness and diversity on staff wellbeing in the workplace. Presenters will discuss workplace communication and collegial interaction strategies that embrace human innateness of being peaceful beings. Moreover, the analogy of the light house is used as the title to reinforce the safety and guiding functionality of the light house for employers and employees to journey in harmony. The presentation will be based on professional and personal experiences of using the three ‘Cs’ (compassion, consideration, confidence) communication guiding principles. The allegorical narrative of compassion, consideration, and confidence as rays of light that emanate from individuals' internal light house will be depicted through real-life anecdotes in workplaces in Asia and Oceania. In addition, the implementation of inclusive communication strategies and family-centric practices that enhance Conscious Awareness of Harmony in Corporate boardrooms and workstations will be explored. As stated by the World Health Organisation (1946), health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. This paper will illustrate the incremental steps taken by employers and employees to establish happy and healthy practices that maintain harmony in the workplace.

Insisting on authenticity at work
Ashok Sakhrani
CEDR Accredited Mediator, Expertise in Law, Personal injuries / Medical Negligence / Workmen Insurance

What will our 30-40 year careers tell us about who we are? This presentation explores what it means to be authentic, how this can be developed and why it is important to be authentic in our workplace. It considers why, as individuals with human needs, we should insist upon it in every aspect of our lives. It recognises that leaders, who have a tremendous influence on a business,
also every member of the team who is seeking to grow in influence, can either be significant or frustrate a business and the people who work in it. The presentation will explore whether we can grow as individuals as we navigate our careers and be harbingers of harmony.

Towards Transformation
Meera Chakravorty
Research Faculty in Cultural Studies, Jain University, Bangalore, Karnataka State, India

All these concepts are hardly new. But their inter-relation has been the point of discussion and debate increasingly among the many disciplines. The idea of Consciousness has been under exploration as much by philosophy as by quantum science even though it is also a matter of serious consideration by psychology, linguistics and other fields of studies. It has, therefore, many dimensions to look into both practically and theoretically. In the corporate world, ‘purpose-based marketing’ is aimed at impressing customers with the values, practice and the conviction of the branded products and, to present the company as one that believes in integrity. It’s also known as ‘conscious capitalism’. In an age of advanced technology, consumers, to a large extent, can now research brand companies. They want companies to be socially responsible for their actions. The companies, on the other hand, aim at gaining the confidence of the customers in the long run. In this regard, the issue involves the interplay of subjectivity and marketization in varying locations and contexts and their effect on consumerism (as a social phenomenon), as well as the brand involved. As we are aware, the situation today is very diverse, with mixed cultures and values, including hierarchical power relations. This needs a very dynamic perspective due to: global interconnectedness and complexity, which may be paradoxical as there has to be both openness and opacity. The latter is especially important because of the demand of the market. Yet, it also needs to be an emergent discourse placed in a perspective that aims at effective transformation, an alternative to the traditional market practices which are no more attractive to consumers in their perception of the existing market behavior.

The Role of Music in bringing Harmony in a World of Conflict
Meera Raghu
MSc Physics, Sound Therapy Diploma, Classical Instrumentalist

In a world of conflict and disharmony, my presentation centres around the role of music as a way of bringing peace and harmony to individuals. Music is universal and transcends the barriers of language and culture. The power of music and sound is profound. It greatly impacts our consciousness. It affects us at various levels, the physical, mental, emotional and spiritual levels. Different kinds of music
affect our emotions in different ways. It can be used to create positive feelings such as love, joy, harmony and peacefulness, or negative feelings such as hatred, anger and discord. It is up to us to use this invaluable resource of music in a positive way towards bringing harmony and peace within us, and in our connection with others and the environment. Research in neuroscience on the effect of music on the brain and mind has shown that music and language are closely connected, and we are all born musical. Music therefore can be effective in communication. Listening to soft soothing music and/or lively cheerful music awakens positive feelings, and helps in reducing tension or negative feelings and improving relationships. Music of this kind communicates to the brain and touches the heart, making us experience positive thoughts and emotions. Creativity and innovation in music, wherein people participate collectively, can be very valuable in connecting people and building relationships, bringing feelings of togetherness. I have been inspired to create music of this nature and share it online, to ease people at times of stress, conflicts, natural disasters/calamities. I believe it would be worthwhile, if time could be dedicated for ‘a musical session’ every day, for people in workplaces, companies/organizations, to get together and consciously listen to selected music, and also actively participate by humming tunes, playing instruments, tapping feet or clapping hands, creating and improvising in music and rhythm, even if not a musician. Over a period of time, this will have a positive impact on their consciousness, and would be beneficial individually as well as collectively.

Food Safety

John David Cluett
Researcher, JDC Consulting, South Africa

Dumisani Khanyile
Technical Director & Co-owner, Kevali Chemical Group, South Africa

Gavin Hulse
Researcher and Consultant, Fermsolve Consulting, South Africa

During our working experience within the Food and Beverage industry, there have been many examples in this Corporate World where small companies have developed into large global and complex organisation. Food Safety is the key driver of successful development in this environment that requires a deep understanding and conscious awareness of the ethics necessary to comply with international and national legislation and good manufacturing practices.

Food safety and Nutrition are inextricably linked, particularly in places where food supplies are insecure. When food becomes scarce, hygiene, safety and nutrition are often ignored as people shift to less nutritious diets and consume more 'unsafe foods' — in which chemical, microbiological, zoonotic and other hazards pose a
health risk. WHO works to promote the availability of safe, healthy and wholesome food for everyone to improve food and nutrition security.

WHO strongly promotes the integration of food safety into nutrition and food security programmes. Aiming to enhance food safety by promoting hygiene in the production and processing of food, The European Hygienic Engineering & Design Group (EHEDG) and the U.S. American 3-A Sanitary Standards organization have many common goals and a similar mission. Both organizations exchange their draft guidelines and standards for expert review and comments before publication. The Codex Alimentarius Commission (the Commission) was established by the Food and Agriculture Organization of the United Nations (FAO) and the World Health Organization (WHO) in 1963. Its mission is “Protect consumer health and promote fair practices in the food trade by setting international, science-based food safety and quality standards.

In each organisation, the issue of Corporate Governance and the Responsibilities of the Board of Directors are shared. The three legal duties that are the legal requirements and ethical guidelines of a Director are as follows:

**Duty of Care.** The duty of care describes the level of competence that is expected of a board member, and is commonly expressed as the duty of "care that an ordinarily prudent person would exercise in a like position and under similar circumstances." This means that a board member owes the duty to exercise reasonable care when he or she makes a decision as a steward of the organization. The Three Duties stress the importance of asking questions to ensure that you completely understand the issues and share some practical director expectations.

**The Duty of Loyalty** is a standard of faithfulness; a board member must give undivided allegiance when making decisions affecting the organization. This means that a board member can never use information obtained as a member for personal gain, but must act in the best interests of the organization.

**Duty of Obedience.** The duty of obedience requires board members to be faithful to the organization's mission. They are not permitted to act in a way that is inconsistent with the central goals of the organization. A basis for this rule lies in the public's trust that the organization will manage donated funds to fulfill the organization's mission.

The importance of polices related to Customer Care and Due Diligence within the Food Safety supply chain have to be applied at all levels within business systems.
**From ego-centric to eco-centric economies**  
Shruthi Vijayakumar  
Coach, strategist and educator, Director of Emerge Institute, New Zealand

Despite mobilizing billions of dollars to mitigate and respond to the damaging effects of climate change, an increasing number of declarations of climate emergency and commitments made by business and government, we are seeing an increasing gap between what is needed and what is actually being done to safeguard our planet. We may only be addressing the symptoms of a much deeper-rooted issue. Today’s dominant leadership is ego-centric. We humans view ourselves as separate, dominant and superior to Nature. We see Nature as a commodity to buy, sell, extract and exploit for our own interests. This same mindset underpins much of our approach to climate solutions today. As businesses, we take care of the planet only when this results in short-term financial gains. This approach of acting only when it serves our own interest is not enough to safeguard our planet for generations to come. The environmental crisis is in fact a deeper spiritual crisis. We must shift the way we view and relate to nature, and understand that it is a single living organism which is inextricably interconnected. At a societal level, we must translate this into building a regenerative economy. We must challenge our current notions of success, value, progress and the deeper beliefs that underpin these to create an economic system that truly serves people and planet. Doughnut Economics is an example of one such economic model that is based on living in harmony with Nature, rather than exploiting nature for our own interests.

To bring a new economic model such as the ‘Doughnut’ to life will require not only redesigning the governance, structure, purpose, financing, accounting and very design of our businesses - it will also require each one of us to live these principles of interconnectedness, compassion and care in our own lives.

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**Opportunities and Challenges to Corporate Leadership During the Global Climate Crisis**

Sanjay Kumarasingham  
Environmental Engineer, SSS Environmental Services, Sydney, Australia

The planet from scientific analysis is showing signs of overuse and in some instances abuse of its non-renewable resources due to anthropogenic activity. The most recent focus of the United Nations has been the formulation of the seventeen, Sustainable Development Goals, which focus on the key goals to be achieved by 2030 to help the entire planet and its people. Climate Action is one of the seventeen goals. Climate change has affected many parts of the globe.
Greenhouse gas emissions are more than 50 percent higher than in 1990. Global warming is causing long-lasting changes to our climate system, which threatens irreversible consequences if we do not act.

As human beings, awareness of the various scientific facts that are being presented through our logical processing faculties of thought and reasoning, help us make decisions. There is also evidence that human beings can have various levels of awareness, which is an expression of consciousness. All corporations have highly skilled people in leadership roles who are key decision-makers. The power to make decisions which will achieve a balancing effect on the natural environment is a fundamental requirement. The consumption of resources in a sustainable manner, life cycle analysis of products, creating hubs within the corporation to take in concepts of the circular economy, making plans for transitioning from a carbon dependent system to a carbon neutral system, assuring and upskilling the workforce and taking them on the journey are some of the ways corporate leaders can help with the current issues facing the planet and its people.

At a consumer level, there is also a reawakening of belief systems such as the environmental movements, climate change action groups who embrace belief systems such as nature being conscious and the interrelationship of various systems. This has also led to thought leaders looking at indigenous views of nature, spirituality, deep ecology and such belief systems. To contribute to the welfare of the planet, various conscious movements have also started across the globe, which include the movements focused on conscious consumption, conscious investment and sustainable living.

One can question if all these actions are enough from an individual or community level action or should the global corporate giants be involved in the change that is required. This paper reflects on the opportunities and challenges from the perspective of corporate leadership.

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**The Corporate World, Metaphysics, Decision Making, Intuition, and the Female Principle**

**Dr. Tina Lindhard**
Consciousness Studies, International University of Professional Studies (IUPS), Maui, Hawaii, USA

Whether we like it or not and whether we acknowledge it or not, whatever statement we make about the nature of reality rests on our metaphysical perspective, which also determines how we think, act and make decisions. In this presentation, I consider how the current scientific materialistic paradigm has spilled over into every aspect of our lives, including the corporate world, which in turn, aids in maintaining the same paradigm through corporate investment in
scientific research. As an example, I consider the medical-based corporate world concerned with in vitro fertilization (IVF). As a way out of the dilemma, I suggest a spiritual definition of consciousness as a nonphysical intelligence manifesting through all forms, that activates several levels in humans. Intuition is related to this definition and although the corporate world is already using intuition in decision making, also when making strategic decisions, in science there is little understanding of this ability, how to foment it, and exactly what is involved.

Here, I outline a theory and practice about how to descend from the rational thinking mind-consciousness connected with the ‘male principle’, to the inner depths of our being, connected with feeling-mind consciousness. This is another level of consciousness mainly related to the heart, through which we can obtain information directly about a person, situation, event, or the nature of our deeper self. I refer to it as the ‘female principle’, and although mothers usually have this ability well developed, both genders can tap into both ways of knowing. It is not a mental experience but a bodily one, where information comes to the person in a way that encompasses many different aspects of the situation not related to what we know through our thinking mind. As without the female principle, there is no caring, relatedness, and concern about nature, I suggest that people, including those from the corporate world, need to learn how to consciously tap into their feeling heart-mind so they can make the necessary changes, choices, and decisions based on inner guidance and intuitive knowing that is in the best interests of all, and not only on profit.
List of Participants
(in alphabetical order)

**Srinivas Arka**  
Philosopher, Author, Inspirational Speaker, Founder CCA Global

Arka, Srinivas is from the field of philosophy and human consciousness. He has an MA in English Literature and has studied Sanskrit. Based on his personal inner journey, he has developed a theory known as the Six Main Levels of Consciousness and a modern heart-based method of meditation known as Intuitive Meditation (IM) which is practised in many countries around the world. Both his theory and IM are being investigated scientifically. He is the Founder of Centre for Conscious Awareness (CCA), a charitable global organisation dedicated to our connection with Nature, the exploration of the Self, and the discovery of our intuitive faculty which lies below our thinking mind. He is a renowned inspirational Speaker and has also authored a number of books, the most recent being 'The Bright moon'. His philosophical construct resides on the triangular effect of science, philosophy and metaphysics on human consciousness to better oneself and the world.

discovery@becominginspired.com

**Dr. Pushpa Bhardwaj-Wood**  
ONZM, PhD, Masters and Bachelor, Hindi Language and Literature

Pushpa is the Director of the Westpac Massey Financial Education and Research Centre at the College of Business at Massey University. Dr Wood was appointed as an Officer of the New Zealand Order of Merit in the Queen’s 90th Birthday Honours List for 2016 for her services to financial literacy and interfaith relations. She is the first person in the country to be awarded such an honour for services to interfaith relations and financial literacy. She is also the first Indian women in the country to be awarded with such a high honour and in two areas.  
Dr Wood has a long history of adult and financial literacy advocacy. She has worked across the school, tertiary, NGO
and industry sectors to improve adult literacy and financial literacy. Dr Wood has extensive experience in developing teaching and learning resources, training and capability development, strategic planning and stakeholder relationship.

Dr Wood’s research interests include identifying trigger points that motivate people to change their financial behaviour, preparedness of women in planning for their future and testing culturally appropriate evaluation tools.

Dr Wood specialises in Hindi language and literature and her PhD thesis combined her Hindi language expertise with the religious dimensions of medieval India. She is regarded as a pioneer in starting Hindi language teaching to adults and interfaith movement in NZ. She was the first person in the country to start Hindi language classes for adults. She is a regular contributor to various media outlets in New Zealand. She has been acting as an expert witness for the crown in the area of Indian culture, customs and beliefs for over two decades. Pushpa has extensive community networks throughout the country and in addition to ethnic communities; has also worked extensively with Maori and Pacific communities.

She has considerable experience (in India, Malaysia, Singapore and Timor Leste) in developing income-generation programmes to move people out of poverty. She has worked with most iwi in New Zealand in developing programmes and train community leaders to improve the financial wellbeing of their communities. She is one of few international experts specialising in programme development, training, research and evaluation of financial wellbeing projects. She also has extensive networks across the country in working with Maori, pacific and ethnic communities as well as the international academics engaged in the area of financial capability wellbeing.

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**Neelam Brown**
Senior Facilities Management Consultant

Neelam is a Fijian Indian Kiwi having spent 33 years in New Zealand. She has worked many years in administration roles, starting her own consultancy business offering administrative and office support to businesses. During her consultancy she entered the property industry, which has been a great part of her life for the past 16 years. Neelam’s career progression has led her into successful Senior
Facilities Management Consultancy roles, working with a broad range of Real Estate clients. Neelam has also had a passion for helping people. She has been involved in youth groups and helped with charity organisations and community events, such as, running a pilot youth programme in Wiri, Manukau, helping rehome refugee migrants. Neelam has trained in First Aid, Health and Safety, Facilities Management, Intuitive Meditation, and is currently studying her Bachelors in Applied Management and building her real estate business in Waikato. She lives in the outskirts of Waikato with her husband Tony and daughter Philippa.

**Tony James Brown**  
NZCE in Industrial Measurement and Control, Diploma in Energy Management, Director, Utility Technology Ltd.

Tony is qualified as an Engineer and has several years of experience working in varied roles. Having studied cookery as a trade in Otago polytechnic to become a qualified Chef, Tony is qualified by NZCE in Industrial Measurement and Control. He has a Diploma in Energy Management. Tony also completed his Greenstar Practitioner qualification. Tony has worked in the Royal New Zealand Navy in Auckland as a Leading Control Systems engineer. He has worked in corporate roles reducing energy waste and introducing and designing energy efficient practices into large commercial companies including The Warehouse, Progressive Enterprises, Air New Zealand, and managed Data Centers for JLL and ISS. He took on a new challenge in the commercial construction industry as a Building Services Engineer. During this time and oversaw the building services construction of NZ’s first GreenStar6 design and build project Geyser building in Parnell, Auckland. Tony has also worked at Chorus NZ as an Asset and Project Manager. Tony has worked as operations manager for his father’s Hamilton based business, Utility Technology Ltd, the company that Tony now owns and is the sole Director of UTL today. Currently Tony is re-strategizing the commercial aspects of the products and services UTL can offer to the local and Australian water metering market where they have been active on the Queensland Coast for around 10 years providing Automatic Meter Reading systems for residential high-rise buildings. Tony lives on the southern outskirts of Hamilton with his wife Neelam and daughter Philippa.
Meera Chakravorty
Research Faculty in Cultural Studies, Jain University, Bangalore

Earlier in Bangalore University, she is now a Research Faculty in Cultural Studies, Jain University, Bangalore. Her interest and work have allowed publications on various issues, some of which are:
* On Consciousness Studies: by National Institute of Advanced Studies, Indian Institute of Science Campus, Bangalore
* On Poetry: by Writers Workshop and Partridge, a Sister publication of Penguin Publishers
* On Social Justice: by Interdisciplinary Press, UK and Australia.
* On Interdisciplinary issues: by Bangalore University

She has translated award-winning works for Sahitya Akademi, National Academy of Letters, New Delhi, India.

Received honours from Prime Minister of India for work on Revolutionary saint poets of Karnataka and from John Templeton and Interdisciplinary University, Paris for work on ‘Time’.

Recently Co-edited ‘Dynamics of Dissent’ with Prof. John Clammer, Prof. Marcus Bussey and Dr. Tanmayee Banerjee, published by Routledge.

John David Cluett
Researcher, JDC Consulting

John was awarded M.Phil. (Mechanical Engineering) from Rand Afrikaans University, Johannesburg and has been Visiting Adjunct Professor at the University of Witwatersrand, Johannesburg, South Africa. Over the last 30 years he has been actively involved in academic and operational research of stainless steel in the food and beverage industry. In recognition of this work, he received a Lifetime Achievement Award in 2016 from the Southern African Stainless Steel Development Association (SASSDA). John has 40 publications in Researchgate covering subjects related to biotechnology, nanotechnology, engineering, corrosion and social networking. John was Past Chairman of the IBD Africa Section, Fellow of the Institute of Brewing and Distilling (FIBD) and is a Professional Engineering Technologist of the Engineering Council of South Africa (ECSA).

cluettjd@yahoo.com
Carys Grant
Volunteer for Charity Organisations, Intuitive Meditation Instructor

Carys studied at Auckland University and is a qualified primary school teacher with Grade 8 in the RSM Pianoforte. She had her own importing company travelling overseas to many countries. As secretary to Mata Betty, Sri Sathya Baba’s New Zealand minister, Carys travelled for 7 years to South India helping her to ferry many groups to His ashrams there. After Mata’s passing over in 2004, when philosopher and author Srinivas Arka was visiting New Zealand, he taught Arka Dhyana Intuitive Meditation to a group of people including Carys. Later on, under His guidance, she became an Arka Dhyana Intuitive Meditation instructor.

Carys believes that service to society is paramount to our existence and is therefore actively involved in the Auckland Welsh Choir (a registered charity), Red Cross, Greenpeace, CCANZ, Forest and Bird and the NZ Vegetarian Society.

carys@arkadhyana.org

Gavin Hulse
Researcher and Consultant, Fermsolve Consulting

Gavin graduated with a MSc in Industrial Microbiology from the University of Witwatersrand and a Pg.Dip.MaltBrew from Heriot Watt University. Gavin’s career in the brewing industry covered microbiological quality control (Setting and defining Hygienic standards for Production Plant, environment and final product) and Fermentation research from both an academic and operational aspect. Gavin has consulted extensively in fermentation microbiology and food safety standards in the areas of plant and product design, problem solving and training in general food safety to a wide range of food and beverage industries.

gahulse@gmail.com
**Dumisani Khanyile**  
Technical Director & Co-owner: Kevali Chemical Group

Dumisani graduated with BSc (Hons) in Chemistry from University of Natal and M Phil from University of Stellenbosch. He worked for global companies in the areas of Product Development, Quality Management, Food Safety Management and process optimisation using Lean Six Sigma methodologies. He also spent few years in Economic Development as Knowledge Manager. Dumisani is currently the Technical Director at Kevali Chemicals which is a company that is involved in Hygiene and Water Treatment solutions for Food and Beverage Industries.

dkhanyile@kevalichemicals.co.za

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**Sanjay Kumarasingham**  
B.Tech., CPEng., MAICD, SSS Environmental Services, Sydney, Australia

Sanjay Kumarasingham is a connector, wellbeing teacher & professional engineer. His current role is as Water Operations Manager for a utility that is focussed on sustainability. He has contributed to a variety of sectors including environmental engineering, mental wellbeing and community development. He is a charted professional engineer in both Australia and New Zealand. He has been recognised for his programs on mental wellbeing, offered for youth and adults with over 300 individuals benefitting from the program. He holds the office as the Chief Executive Officer of Centre for Conscious Awareness New Zealand, a registered charity. Sanjay holds a wide range of positions and roles in various capacities, such as: Charted Professional Engineer - Engineering New Zealand and Engineers Australia; Member Australian Institute of Company Directors; Chief Executive - Centre for Conscious Awareness New Zealand; Strategic Advisor - Youth in Transition Charitable Trust.

Sanjay is a qualified teacher in Intuitive Intelligence. He conducts classes on mental wellbeing, with special focus on overcoming depression, anxiety and suicidal tendencies. He works closely with psychologist, wellbeing experts in delivering programs that have tangible benefits. Since 2015
he has taught over 300 students. His programs are offered through various organisations & endorsed by; Youth in Transition Charitable Trust, Harrisville School, Kawai Purapura Retreat Centre & The Centre for Conscious Awareness. He works in the role of Advisory & capacity building with Refugee youth, elderly and ethnic minorities, such as: Nepali Cultural Centre Inc., New Zealand Tamil Sports Association, Youth Butterflies, Shanti Niwas Charitable Trust. Sanjay is qualified as a Strategic Leader with the Institute for Strategic Leadership & is a member of the Australian Institute of Company Directors. He uses his governance skills in various organisations including Youth in Transition Charitable Trust, Centre for Conscious Awareness NZ, Trade Aid Auckland Trust, Institute of Sathya Sai Education.

Sanjay has been in the News as follows: The Radio Panel on Radio New Zealand; Presenter NZ Schools online teaching resource; Partnership development between retired seniors & local school. 

sanjay@sssevironmentalservices.com.au

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**Dr. Tina Lindhard**  
President of the Centre for Conscious Awareness Spain,  
Chair of Consciousness Research, CICA International

TINA LINDHARD has a Ph.D. in Psychology (Consciousness Studies) from the International University of Professional Studies, Hawaii, USA, where she is now a mentor. She also has an MA in Transpersonal Psychology from ITP (Sofia University). Her prime interest involves the connection between the heart, consciousness and its different levels. Her investigations and scientific articles are mainly concerned with consciousness, the Female Principle, embryology, intuition and when Spirit enters into matter. She is President of the Centre for Conscious Awareness Spain, and chair of Consciousness Research, CICA International. Tina is also a certified Intuitive Meditation Instructor, Craniosacral Therapist, and has developed a Heart-based Intuitive Therapy to help people through the emotional layer when they start meditating on the deeper Self.

t.lindhard@iups.edu
Dr. Mogi Nayagar
Lecturer at Hong Kong University (HKUSPACE)

Mogi Nayagar is qualified with a DLit from Vikramshila University, Masters of Education (Hon). Her personal philosophy as an advocate for education is to capacity build students’ self-faith and self-belief. She developed learning enhancement strategies for Primary and Early Years schools in New Zealand/Hong Kong. Mogi continues to volunteer as a consultant in China and core management strategies for innovative, inclusive and intervention learning models at faculty and whole school level. In addition, shaped and customised preschool learning programs /English programs and English language across the curriculum with local flavours/social values and blended E-learning platforms. As a consultant, Mogi assisted in developing authentic and flexible learning tools to enhance graduate student teacher specialising in primary/early years core curriculum learning and English Language / Literacy programs. As a leader, she develops sustainable ECE/primary learning pathways towards learner confidence and self-determination. Furthermore, advise and collaborate with relevant stakeholders, inclusive of government, School Board Members, Universities in community education and early years learning.

Mogi is currently a Lecturer at Hong Kong University (HKUSPACE). She was a Secondary School Teacher: English / (ESOL) at De La Salle College. She has worked as a Practicum Evaluative Lecturer at Auckland University of Technology. She was a Board Chairperson/ ECE Teacher Mentor Consultant (NZ Sathya Sai Preschool Rongomai). She has served as a Short-Term Teacher and Supply Teacher Independent Schools foundation, Hong Kong (ISF). Mogi has been a NET /Consultant under the Native English Teacher Scheme with Education and Manpower Bureau, Hong Kong, China. She has also been a Visiting University Education Consultant at South China Normal University SCNU (&Sister Universities), and a University Education Academic Lecturer at Auckland University of Technology, School of Education, Auckland, New Zealand

Nayagar@gmail.com
Ph: 00852 23147757
Dr. Camilla Pagani

Camilla Pagani is an associate researcher at the Institute of Cognitive Sciences and Technologies (ISTC) of the Italian National Research Council (CNR). She has a degree in Modern Languages, a PhD in Anglo-American Literature, and a degree in Psychology. As head of the “The sense of diversity and its psychological implications” Project, she was primarily involved in the following research areas: youths’ attitudes toward multiculturalism; the perception of threat in cross-cultural relations; empathy, racism, and complex thinking; child-animal relationships; and the relation between animal abuse and interhuman violence. As head of the “Diversity and Complexity” Project she is presently addressing the study of humans’ relationship with diversity within a theoretical framework that especially takes into consideration principles from socio-cognitive psychology and complexity theory. In particular, she is now focusing on the possible links between aesthetic experience, scientific knowledge, and spirituality. She is the Italian representative of CICA International Foundation and Head of its Scientific Committee. She is a member of IAIE (International Association for Intercultural Education), of AISC (Italian Association of Cognitive Sciences), and of the Parapsychological Association. She has recently published “Diversity and Complexity” (Nova Science, 2019).

Meera Raghu

Meera Raghu has a Masters in Physics and certification in computer science and programming. She is a certified Intuitive Meditation instructor and has taught in New Zealand and India. She has a distinction in Sound Therapy Diploma from the Centre of Excellence UK. Meera is a classical music instrumentalist, trained by her mother in the art of playing the instrument Veena, in South Indian Classical Music known as Carnatic Music. She is a music teacher and performer. Meera presented a paper at the XLIII CICA Conference on: ‘Understanding Consciousness, Wellbeing, Emotions and Conflict’, organized jointly by CICA and CCA Global, in Mysore, India, 9-10 January 2018: A Study to Explore the Effects of Sound Vibrations on Consciousness (International
Journal of Social Work and Human Services Practice, Horizon Research Publishing, Vol.6. No.3 July, 2018, pp. 75-88). She has written science articles in KAAS News, being in the editorial committee of the monthly newsletter of the Karnataka Association for the Advancement of Science (KAAS), Bangalore University. Meera is interested in exploring the therapeutic effects of music and sound, combining scientific and musical aspects.

Dr. J. Martín Ramírez
Head, Chair Nebrija-Santander on Risks and Conflicts Management, Universidad Nebrija, and President CICA International

Chair of the Center for Conflict Studies at Nebrija University, he is also Fellow of the World Academy of Art and Science, and President of CICA International and chair of the Spanish Pugwash Movement (Peace Nobel Price 1995). He studied Medicine, Humanities, and Law, obtaining a PhD degree in Medicine and Surgery (Neurosciences) and in Philosophy (Education), as well as three Diplomas and a Master in National Defense at the Spanish CESEDEN. Research Fellow of International Security Program of the Kennedy School of Government, at Harvard University, and Visiting Fellow of the Hoover Institution on War, Revolution and Peace, at Stanford University. Several times official of the Boarding Conseil of the International Society for Research on Aggression (ISRA), he is on the Advisory Board of the Society for Terrorism Research and of the Professors World Peace Academy. He has also been head of the Complutense Research Group on Sociopsychobiology of Aggression and of the Departments of Psychobiology at the Seville and Complutense Universities, as well as Director of the Rector Office at the Autoonomous University of Madrid. Dr. Martín Ramírez was Humboldt & Fullbright Fellow, in Ruhr Universität and Stanford, respectively, and is author of around 500 scientific publications, among books and articles.

jmartinramirez@nebrija.es
Jeanette Rapson
Registered Dietician, New Zealand

Jeanette Rapson is a New Zealand Registered Dietitian currently completing her PhD research at Massey University on the topic of Vegetables as First Foods for Babies. With her unique academic background, which includes the completion of a Bachelor of Fine Arts (Honours), Postgraduate Diploma in Human Nutrition and a Masters of Science in Human Nutrition and Dietetics, she is able to view nutrition and health from creative and new perspectives.

Ashok Sakhrani
CEDR Accredited Mediator, Expertise in Law, Personal injuries / Medical Negligence / Workmen Insurance

Ashok Sakhrani had his tertiary education at University of Bristol. He was at Inns of Court School of Law (1985-1986) - Gray’s Inn. He was admitted to Bar of England & Wales in 1986 and to Hong Kong Bar in 1987. His area of practice has been in Criminal Law during the years 1987-1996, and Common Law Civil during the years 1987-1999. Ashok is a CEDR Accredited Mediator (May 2009). His area of practice and expertise is in Personal Injuries / Medical Negligence / Workmen Insurance (1987-2019). He is in the Bar Sub-Committees: Personal Injuries and Legal Aid Reform. His books include: Contributor - Tort Law and Practice in Hong Kong, 1st and 2nd Ed. chapters on Occupiers’ Liability and Discharge on Torts. His talks include: LexOmnibus CPD programme talks on Personal Injuries Practice in Hong Kong (2011-2018).

ashoks@bernacchichambers.com

Karishma Samtani
Talent Management Professional, Career Coach

Karishma Samtani seeded her commitment to serving marginalised communities as a young tertiary student. Her recent recognition as a recipient of the Diversity List 2019: Youth to Watch is testimony to her long-standing engagement in upliftment of communities in need. Her vision is to see the youth of Hong Kong stand tall together irrespective of race, gender, and culture, and move forward as citizens united to embark harmoniously as the future torch bearers of Hong Kong. As a Talent Management Professional and a Career Coach, she has
access to a wide arena of people ranging from Senior Executive Management to young interns. As a millennial, she is able to bridge the intergenerational gap between senior executives and the younger generation, hereby fostering collaboration and better communication links.

Shruthi Vijayakumar
Coach, strategist and educator, Director - Emerge Institute, New Zealand

Shruthi Vijayakumar is based in Auckland, New Zealand and passionate about building leaders and transforming business and our economy to be more purposeful and in harmony with Nature. She runs her own coaching and facilitation business and is a Director of Emerge Institute, an organisation supporting individuals and teams with their inner transformation and efforts to tackle environmental and social issues.

Shruthi has worked with clients across various countries including leading programmes at Oxford University, teaching at INSEAD Business School, on corporate executive education programmes and coaching on the world’s largest Climate Innovation Summer School run by the European Union. She has also worked previously as a management consultant with the Boston Consulting Group and run a social entrepreneurship accelerator, helping young entrepreneurs develop themselves and their business ideas.

Shruthi received a Masters in Business Administration on full scholarship from the University of Oxford, has been recognised as a Global Shaper by the World Economic Forum, and was a semi-finalist for the Young New Zealander of the Year Award. She also grew up with a passion for spirituality, and is an active member of the Sathya Sai International Organisation leading various initiatives around spiritual solutions to the environmental crisis.

hello@shruthi.co
CICA Publications

*Aggression: Functions and Causes (1985)*
J. Martin Ramirez & Paul F. Brain (eds.)

*Cross-disciplinary Studies on Aggression (1986)*
Paul F. Brain & J. Martin Ramirez (eds.)

*Essays on Violence (1987)*
J. Martin Ramirez, Robert A. Hinde & Jo Groebel (eds.)

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Francisco Gómez-Antón & Carlos Soria (eds.)

*Aggression in Children (1989)*
Lea Pulkkinen & J. Martin Ramirez (eds.)

*Comparative Psychobiology of Aggression (1990)*
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*Violence. Some Alternatives (1994)*
J. Martin Ramirez (ed.)

*Neuropsiquiatria de la Conducta Agresiva (1995)*
J. Martin Ramirez & Hector Peñaloza (eds.)

*Cross-cultural Approaches to Aggression and Reconciliation (2001)*
J. Martin Ramirez & Deborah Richardson (eds.)

*Neuroscience and Biobehavioural Reviews (2006)*
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*Aggression and Terrorism (2007)*
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The Seville Statement on Violence twenty-five years later
Camilla Pagani, & J. Martin Ramirez (eds.), Rome: Consiglio Nazionale delle Ricerche
Defining ‘Terrorism’: Moving towards a more integrated and interdisciplinary understanding of political violence (2011)

Rachel Monaghan, Daniel Antonius, Samuel Justin Sinclair (eds.)
Behavioral Sciences of Terrorism and Political Aggression Volume 3, Issue 2

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The Open Psychology Journal.

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J. Martin Ramirez, Camilla Pagani (eds.)
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Radicalization, Terrorism, and Conflict (2013)
Tali Walters, Rachel Monagan, J. Martin Ramirez (eds.)
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J.C. Fernández-Rodríguez, Claudio Payá, Martin Ramirez (eds.).
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