# The Symbiotic Growth: Nurturing Career By Nurturing Organization

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In the complex ecosystem of life, a simple truth remains constant: the well-being of a mother directly influences the growth and health of her child. This ancient wisdom not only applies to the biological bond between mother and child but also extends metaphorically to the relationship between an employee and their organization. When we draw parallels between a mother's health and the growth of a child, we uncover a profound lesson applicable to our professional lives: the growth of an individual is intrinsically linked to the growth of the organization they are part of.

### The parable of mutual growth

Imagine a child who, for reasons of short-sightedness or ignorance, neglects the health of their mother. Over time, the mother's health deteriorates, and soon, the child, who relies on the mother, begins to suffer as well. The child's growth is stunted, and their potential is never fully realized. This parable is strikingly similar to what happens when employees disregard the well-being and growth of the companies they work for.

Nobel laureate in Economic Sciences, Amartya Sen, once said, "The success of a society is to be evaluated primarily by the freedoms that members of that society enjoy." Translating this to the business world, the success of a company is reflected in the growth and development opportunities it provides its employees. But this is a two-way street; employees must also actively contribute to the company's success.

### Ripple effects of organizational health

1. **Apple Inc. and the power of collective vision**: In the early 2000s, Apple was a company on the verge of collapse. It wasn't until Steve Jobs, along with a dedicated team, reignited a collective vision of innovation and excellence that the company saw a dramatic turnaround. Employees were not merely following orders; they were investing in the growth of the company with their creativity, dedication, and hard work. This mutual investment led Apple to become one of the most valuable companies in the world, with employees who thrived as the company grew.
2. **Toyota's lean manufacturing and employee engagement**: Toyota's rise to global dominance in the automotive industry can be attributed to its revolutionary approach to manufacturing, known as the Toyota Production System (TPS). But what truly set Toyota apart was its belief in the value of its employees. Toyota invested heavily in training and empowering its workforce, and in return, employees contributed to continuous improvements in processes, leading to higher efficiency, quality, and growth. Nobel laureate Robert Solow, known for his work on the theory of economic growth, highlighted the importance of technological advancements in economic progress, which aligns with Toyota's emphasis on innovation driven by employee input.
3. **The tragedy of sears**: On the flip side, we have the cautionary tale of Sears, once a retail giant. Over the years, Sears failed to invest in both its infrastructure and its employees, leading to a decline in morale and performance. As the company's health deteriorated, so did the opportunities for its employees, leading to a downward spiral from which neither recovered. This example underscores the critical importance of mutual growth and investment.

### The symbiotic relationship

Just as a coin cannot stand on its edge without both sides working in harmony, a company and its employees must grow together. Employees need to see their efforts as a vital contribution to the company's success. When the company prospers, it creates more opportunities for individual growth, thereby setting off a positive feedback loop.

This idea is eloquently captured in the words of Nobel laureate Paul Krugman, who said, "Productivity isn't everything, but, in the long run, it is almost everything." Productivity, driven by both individual and collective efforts, leads to organizational growth, which in turn fuels further individual success.

### Conclusion

The metaphor of the mother and child serves as a powerful reminder that individual growth is deeply intertwined with the growth of the organization. Just as a child cannot thrive without a healthy mother, employees cannot reach their full potential without contributing to the growth of their company. By thinking big and working towards collective success, both the individual and the organization can achieve heights that would be impossible to reach alone.