

Writing of Graham Little, grouped by category

The original PhD

Original PhD from Canterbury University, graduated 1971, in mechanistic organic chemistry. It contributed several major items to my understanding and point of view.

1. A demand for a conceptual precision, and that was derived from how we ‘viewed’ things, not intrinsic as ‘part’ of things.
2. A broad grasp of ‘science’ its strength and limitations, and a depth of insight that science was an aspect of all human knowledge.
3. A broad grasp of modern physics, quantum mechanics and relativity in particular, and that they were grounded on philosophical insight then translated into mathematics.
4. That entropy dominated all aspects of the universe.

Background links

SSRN author page <http://ssrn.com/author=2572745>.

OPD-HCD™ the team performance component of a human capital management (HCM) system
www.opdcoach.com.

Tradpub pages (1) Commercial: [https://www.tradepub.com/?pt=adv&page=OPD%20International%20\(OPDI\)](https://www.tradepub.com/?pt=adv&page=OPD%20International%20(OPDI)).
(2) Fundamental social science: <https://www.tradepub.com/?pt=adv&page=Graham%20Little>

The Mind of the CEO book. *Graham, very good read ... I enjoyed. Thanks for good brain exercise ... Paul Wilcox, CEO, Auckland Racing Club. July, 2018.*

The Mind of the CEO workshop ... *the course offers insights and practical thinking around the role of the CEO and how to effectively manage the organisations we lead.* Tony Snow, CEO/Founder of Stratus Blue. Tony is Deputy Chair of Small Business Tauranga (SBT), a division of the Tauranga Chamber of Commerce.

Recent article published in Tauranga: <https://baywaka.nz/global-first-for-tauranga>

Masters thesis establishing 12% human performance gain from applying OPD:
<https://unitec.researchbank.ac.nz/handle/10652/2673>, important comment, 4th paragraph. OPD uses 10% in calculation in business case in support of implementing OPD-HCD™ in an organization.

PR article on Hyundai, Grant Vincent, important comment second paragraph from end
<https://www.nzherald.co.nz/business/debbie-mayo-smith-ingredients-of-great-customer-service/X6LBBRYWC5FB2OSKHW27CJJIFI>

Summary of the current global status of the spiritual model of humanity.

Refer the essay at the end of this list.

The publishing platform Social Science Research Network

References available free in PDF from Social Science Research Network (SSRN). SSRN began in Harvard 25 odd years ago. Bought by Elsevier some 5 years ago. One of the three global leading electronic academic publishing platforms alongside ResearchGate, and Academia. Not the biggest, but with 450,000 authors, and over 1 million papers it is not small. SSRN generally regarded as most prestigious not surprising given its pedigree. My work has been on SSRN since mid-2016 and is among the top 5% of downloads of all time and growing. My author page: www.ssrn.com/author=2572745. The introduction on my author page introduces my work and its intellectual status.

Comment by Graham Little on his author page

"I have redesigned global methodology for social science, with application to science generally. I have applied the new methodology to the system 'person in their environment' to build the first scientific general theory of psychology. The theory proves dualism, first proposed by Descartes circa 1650, but never proved until now. I have begun extending the fundamental science to account for all aspects of human activity, personal psychology, explore us as a spirit in a mind in a brain in a body. Extend the science into technology for groups of all sizes, organization design and operation and leadership, the structure, ideology, ethics and politics of a free society. The extension of the fundamental science to account for all that is human I define as the spiritual model of humanity. I will continue the scientific exploration and explanation of what it is to be human, replacing faith with reason. I have faith that in the end we are reasonable. Welcome to my author page".

The revised methodology

1. Through the Glass Darkly (July 19, 2016). Available at SSRN: <http://ssrn.com/abstract=2811861>
2. Strategic Science: An Improved Quality Standard for Intellectual Endeavour and Selection of the Best Ideas to Apply in Improving Life Experience (February 6, 2017). Available at SSRN: <https://ssrn.com/abstract=2912593>.
3. Strategic Science and the Failure of Peer Review: The Universe is a Clock, Not a Cloud (September 6, 2017). Available at SSRN: <https://ssrn.com/abstract=3033398>
4. KISS, Psychology and Quantum Physics (September 13, 2018). Available at SSRN: <https://ssrn.com/abstract=3249269>
5. Modern Methodology (September 24, 2018). Available at SSRN: <https://ssrn.com/abstract=3254017>.
6. The Spiritual Model of Humanity (6) Why Science Rules (July 22, 2019). Available at SSRN: <https://ssrn.com/abstract=3423774>
7. The Problem with Peer Review Discussion of a Study on the Impact of Peer Review in Prestigious Academic and Publishing Institutions and the Extent it Limits and Prejudices Innovative Thinking. Offers Recommendations to Improve Intellectual Quality. (October 3, 2019). Available at SSRN: <https://ssrn.com/abstract=3464045>.
8. Modern Science: Proof Dualism as the Correct Science of People Derived from the Work of Graham Little (August 16, 2020). Available at SSRN: <https://ssrn.com/abstract=3674700>.
9. In Search of Time (November 13, 2020). Available at SSRN: <https://ssrn.com/abstract=3730380>

The revised methodology applied to build a scientific general theory of psychology

10. The Origin of Consciousness (July 26, 2016). Institute of Theoretical and Applied Social Science, New Zealand. Available at SSRN: <https://ssrn.com/abstract=2814742>
11. Mind Over Matter: Presentation to the New Zealand Ministerial Enquiry into Mental Health (April 7, 2018). Available at SSRN: <https://ssrn.com/abstract=3158497>
12. Managing Depression Depends on How We Understand Ourselves (August 26, 2018). Available at SSRN: <https://ssrn.com/abstract=3238966>
13. Who Am I? The Interpretation of the Scientific General Theory of Psychology Explaining 'Me' (September 1, 2018). Available at SSRN: <https://ssrn.com/abstract=3242866>
14. On the Structure and Operation of Mind (September 9, 2018). Available at SSRN: <https://ssrn.com/abstract=3246655>

15. The structure of the human spirit (September 17, 2018). Available at SSRN: <https://ssrn.com/abstract=3250641>.
16. The Science of Mental Health as Applied to Self, Politics and Social Policy (October 16, 2018). Available at SSRN: <https://ssrn.com/abstract=3267112>

The revised methodology applied to build a sociological model

17. Why Work (July 19, 2016). Available at SSRN: <http://ssrn.com/abstract=2811954>.
18. From Individual Psychology to Macroeconomics (July 26, 2016). Available at SSRN: <http://ssrn.com/abstract=2814815>
19. Learning to Live with 'I Want What is Best for Me' (August 23, 2016). Available at SSRN: <http://ssrn.com/abstract=2828356>
20. The Psychology of Freedom (September 1, 2016). Available at SSRN: <http://ssrn.com/abstract=2833671>
21. Redefining Science as the Social Extension of Human Nature: A New Intellectual Position Derived from the Proposition that We Can Only Interact with Perceptual Fields (November 27, 2016). Available at SSRN: <https://ssrn.com/abstract=2876338>
22. 'Half-Filled Glass' View of Culture (January 10, 2017). Available at SSRN: <https://ssrn.com/abstract=2897154>
23. On What We Know (March 14, 2017). Available at SSRN: <https://ssrn.com/abstract=2933169>
24. Our Path to Their Future (August 21, 2017). Available at SSRN: <https://ssrn.com/abstract=3023247>
25. Definition and Quantified Measure of a Just Society (May 27, 2017). Available at SSRN: <https://ssrn.com/abstract=2975915>
26. Spiritual Humanism: The Choice of Ideology for a Society Committed to Harmony in Freedom. An Open Letter to the Catholic Diocese of Auckland and Through the Diocese an Open Letter to the Pope (June 30, 2017). Available at SSRN: <https://ssrn.com/abstract=2995716>
27. Role of Intellectual Institutions Guiding Citizens on Ideas as Fit for Purpose (July 6, 2018) Available at SSRN: <https://ssrn.com/abstract=3209575>
28. There is No Paradox of Freedom (August 13, 2018). Available at SSRN: <https://ssrn.com/abstract=3230238>
29. The Western Way: The Nation-State as the Natural Social Unit of Human Civilization (January 8, 2019). Available at SSRN: <https://ssrn.com/abstract=3312380>
30. A Letter to My Local Member of Parliament: An Open Letter to All Politicians Committed to Building a Fair, Just, Relaxed Society for Their Great Grandchildren (February 12, 2019). Available at SSRN: <https://ssrn.com/abstract=3333377>
31. What Do You Want Your Great Grandchildren to Say to You ... Thank You ... or Damn You for Leaving it to Us to Fix ...? (March 4, 2019). Available at SSRN: <https://ssrn.com/abstract=3346204>
32. Putting 'science' into social science: Explanation of high Maori incarceration in New Zealand (May 11, 2019). Available at SSRN: <https://ssrn.com/abstract=3386804>
33. Science Based Ideology for a Modern Diverse Society: An Open Letter to New Zealand Social Change Agents (June 30, 2019). Available at SSRN: <https://ssrn.com/abstract=3412278>
34. Media, Money and Trust (November 6, 2019). Available at SSRN: <https://ssrn.com/abstract=3481905>.
35. Social Angst (December 1, 2019). Available at SSRN: <https://ssrn.com/abstract=3496215>.
36. Consigning liberal ideology to history (December 13, 2019). Available at SSRN: <https://ssrn.com/abstract=3503721>

37. Who Can We Trust? (February 6, 2020). Available at SSRN: <https://ssrn.com/abstract=3533543>
38. Truth (April 19, 2020). Available at SSRN: <https://ssrn.com/abstract=3579829>
39. The Psychological Foundation of Freedom (June 4, 2020). Available at SSRN: <https://ssrn.com/abstract=3619520>
40. Spiritual Democracy (September 24, 2020). Available at SSRN: <https://ssrn.com/abstract=3699065>
41. Science and the Constitution of Freedom: A Request to Maori Leadership of New Zealand (December 19, 2020). Available at SSRN: <https://ssrn.com/abstract=3752137>

Applying the technology derived from the science of psychology and sociology to better manage organizations. Each book from a different point of view within the organization

42. The Mind of the CEO (September 1, 2016). Available at SSRN: <http://ssrn.com/abstract=2833571>
 - a. Testimonial: The Mind of the CEO. *Graham, very good read ... I enjoyed. Thanks for good brain exercise ... Paul Wilcox, CEO, Auckland Racing Club. July, 2018.*
43. Rollout: Improving Rollout of Business Strategy (September 6, 2016). Available at SSRN: <http://ssrn.com/abstract=2835794>
44. Executive Pocket Guidebook (December 12, 2016). Available at SSRN: <https://ssrn.com/abstract=2883985>
45. Human Capital: The Science of Valuing People on the Balance Sheet (December 28, 2016). Human Capital: The science of valuing people on the balance sheet, published by Institute of Theoretical and Applied Social Sciences Auckland New Zealand, ISBN 978-1-877341-35-9. Available at SSRN: <https://ssrn.com/abstract=2891129>
46. Time Budgeting: Building Personal Purpose and Motivation (December 29, 2016). Time budgeting Building personal purpose and motivation, ISBN 978-1-877341-37-3, 2011. Available at SSRN: <https://ssrn.com/abstract=2891384>
47. The Last Leadership Book You Will Ever Need Read: Personal Purpose, Fulfilment and Community Service Through In-Depth Understanding of Who We are, Where We Came from and How We Work (January 1, 2017). Available at SSRN: <https://ssrn.com/abstract=2892340>
48. Modern Team Leadership: What to Do to Ensure the Team Has Greatest Chance of Greatest Success (January 2, 2017). Available at SSRN: <https://ssrn.com/abstract=2892575>
49. The Role of Human Resources Management in the Modern Organization: Applying Scientific Theory to More Effectively Link People to the Organization Making HR the Driver of Strategic Success (January 2, 2017). Published by Institute of Theoretical and Applied Social Science Auckland, New Zealand. Available at SSRN: <https://ssrn.com/abstract=2892793>

Papers on aspects of applying the science to the human capital management and development in organizations

50. The Exciting Promise of Human Resource Management (HRM) (August 7, 2016). Available at SSRN: <http://ssrn.com/abstract=2819810>
51. Organization Design: Linking Mind to Its Agreed Organization Role as a Foundation of Economics (July 31, 2016). Available at SSRN: <http://ssrn.com/abstract=2816604>
52. Deloitte Human Capital Trends in Perspective: The Science of Organization Design and Operations (March 22, 2017). Available at SSRN: <http://ssrn.com/abstract=2937125>

53. People are the Greatest Organization Asset, But If and Only If... (April 11, 2017). Available at SSRN: <https://ssrn.com/abstract=2951430>
54. Trial and Initial Results in Proof that OPD-HCD™ Builds Improved Results and Improved Team Satisfaction (May 1, 2017). Available at SSRN: <https://ssrn.com/abstract=2961555>
55. Do You Need the Science of Vacuums to Put Teat Cups on Cows (July 25, 2017). Available at SSRN: <https://ssrn.com/abstract=3008764>
56. Why Does OPD System Deliver Better Results (December 13, 2017). Available at SSRN: <https://ssrn.com/abstract=3087498>
57. The Spiritual Model of Humanity Defining the Organization in Society (1): Getting the Concept Right (June 10, 2019). Available at SSRN: <https://ssrn.com/abstract=3401575>
58. Spiritual Model of Humanity (2): Innovation and the CEO (June 2019). Available at SSRN: <https://ssrn.com/abstract=3395015>
59. Spiritual model of humanity (3) Improving rollout of strategy (June 3, 2019). Available at SSRN: <https://ssrn.com/abstract=3398039>
60. The Spiritual Model of Humanity Defining the Organization in Society (4): Corporate Social Responsibility (June 10, 2019). Available at SSRN: <https://ssrn.com/abstract=3401576>
61. The Spiritual Model of Humanity (5) Governance, CEO and the Social Quid Pro Quo (July 3, 2019). Available at SSRN: <https://ssrn.com/abstract=3414594>

Brochures on the organization technology derived from the psychological and sociological models

62. Overview of OPD-Theory™ of Human Capital Development (December 23, 2016). Available at SSRN: <https://ssrn.com/abstract=2889588>
63. Small Business (2-9 Staff) OPD-Theory Organization Design and Human Capital Development (January 14, 2017). Available at SSRN: <https://ssrn.com/abstract=2899501>
64. Rebuilding the Organizational Cultural (January 19, 2017). Available at SSRN: <https://ssrn.com/abstract=2902222>
65. OPD-Theory of Organizational Design for Medium Business Without Strategic HR (January 14, 2017). Available at SSRN: <https://ssrn.com/abstract=2899502>
66. OPD-Theory of Organizational Design for Large Business/Corporates with a Strategic HR Function (January 14, 2017). Available at SSRN: <https://ssrn.com/abstract=2899503>
67. OPD-Theory Scientific Self-Development Programs (January 14, 2017). Available at SSRN: <https://ssrn.com/abstract=2899499>
68. Background for Facilitators Exploring OPD Authorization (November 14, 2017). Available at SSRN: <https://ssrn.com/abstract=3071231>
69. Training Plan for OPD Authorized Facilitators: The Development Plan for Certification OPDQF (OPD Qualified Facilitator) (November 17, 2017). Available at SSRN: <https://ssrn.com/abstract=3073328>

Essay on the depth and breadth of the spiritual model of humanity

The spiritual model of humanity has been accepted and published on a credible intellectual publishing platform, Social Science Research Network. SSRN was begun in Harvard 25+ years ago, now owned by Elsevier, the Dutch academic publishing giant.

SSRN is moderated, global level professors decide what is and what is not accepted for publication, on last checking, 80+% of moderators came from a global top ten universities, over a third professors at Harvard. SSRN is not the biggest electronic publishing site, but with over 400,000 authors, and some million papers it is not small. My work is among the top 10% of downloads of all time. the actual number is still quite small, but it does indicate the status of my work in the world academic thinking.

I have ensured my work assessed and accepted academically before promoting it to citizens. We have a mixed relationship with academe. For complex intellectual issues, we turn to them, but then we also are dismissive of them with phrases such as ... *it is just academic*. I judged that for my work to be fully accepted by citizens as science, it was crucial it was first accepted as science by credible academics.

I now state conclusively it is so accepted. *Spiritual Model of Humanity (2): Innovation and the CEO (June 2019)*. Available at SSRN: <https://ssrn.com/abstract=3395015>. The summary of the science is on page 5, to access the paper, click on the link.

And more... In the paper there were various very strong propositions, where I was anxious if they would be accepted. For example, *The only scientific general theory of psychology that met the necessary intellectual quality standards was only published 2014. Everything before that must be judged with suspicion and viewed as limited since it does not meet modern intellectual quality standards*. This is cautiously worded, as science should be, but it effectively makes my work a global watershed, with everything offered prior to 2014 limited and suspect, in fact, under the intellectual standard of strategic science, designed by me, all work prior to 2014 is in the first instance dismissed, and items from it added into our modern thinking, with care.

Then: *There is always a mechanism*. The proposition arising from my universal mechanistic postulate. This is very important, in that it specifies that if we have, for example, high Maori incarceration, there will be a precise reason and it will be explicable from within the spiritual model of humanity. This, then with ... *All social causality is via the individual mind* ... spells out the fundamental causal principle of all social situations, the mechanism of all social circumstances is via the mind of people. There is no causality in groups or in any 'system'. Hence there is no such thing as institutional racism, it does not exist.

Then: *Truth lies in preponderance of the evidence*. I refer to the search for 'truth' as verisimilitude, exactly the same as in civil court ... the decision of the court in the *preponderance of the evidence*. The criminal court standard is the next level of verisimilitude, it is certain science, such as for example, Boyles Law of gases ... proved beyond all reasonable doubt. 'Truth' is then our best judgement. In other papers I spell out clearly the key factors to be used in assessing the verisimilitude of a proposition, which moves far beyond the naïve simplicity of empirical data.

The last one I point to ... *Disparities between events are the consequence of the mechanism but the details of the events themselves cannot be assumed to provide insight into those mechanisms (for example, neurological activity of the brain is the mechanism of mind, but examination of any set of neurological events offers extremely limited insight into the mind of the person which can only be explored by asking them)*.

This is rather more complex but is actually a crucial scientific proposition. It means for example, that because say black people in Detroit or Maori in Kaitaia live in greater poverty than white people, that does not mean per se it is due any form of racism. In short, irrelevant issues, such as differences in skin color, must not be used in assuming the mechanism causing the difference in living standards. *All social causality is via the individual mind*. The causality of any social circumstance can only be assessed by careful exploring of the circumstances within the spiritual model of humanity.

The reason for high Maori incarceration in NZ

The spiritual model of humanity has been applied to the question: In New Zealand, with Maori 15% of the population, why do Maori make up 50% of the prison population? And why does this bias only involve Maori?

The analysis within the spiritual model of humanity has been done and is published on SSRN.

Putting 'science' into social science: Explanation of high Maori incarceration in New Zealand (May 11, 2019).
Available at SSRN: <https://ssrn.com/abstract=3386804>. The link is intact, and the paper accessed by clicking on it.

The conclusions are copied below. This is offered in the opening abstract of the paper, the reasoning then offered in the body of the paper.

... “Based on the *preponderance of evidence*, the position of greatest verisimilitude:

1. The spiritual model of humanity is the correct science of humanity.
2. There is no causal factor in society called institutional racism, it does not exist.
3. The high incarceration of Maori, the indigenous people of New Zealand, is due modern Maori attitudes unsuited to enable them comfortably fitting into a modern western constitutional democracy dedicated to individual freedom.” ...

In short, high Maori incarceration is the fault of Maori. I leave you to read the detailed reasoning, but before doing so, I recommend re-reading the first part of this post to ensure full understanding of the globally accepted and published scientific analysis that leads to the conclusion.

At some point we need move beyond self-serving opinion and the search for interpersonal one-up-man-ship typically involving abuse and put downs.

We need choose to place our faith in reason, adopting and applying those propositions determined to be of greatest verisimilitude.