



SEED -Communities
Members

System Managing
Team
January 7, 2016

Boston CAD

Purpose

Task: Create a Self-Managing Team for
Boston CAD

Purpose continued

To develop a living experience of a self-managing process **with a developmental approach** to work as change agents **in a VAP (Conditions)**

In a way that creates a **simultaneous actualizing and potentializing experience** in regard to our community gathering with local members and visitors

So That the ableness for self-organizing, within each member, can produce and evolve, thereby being made available to the organization and beyond our community.

© 2016 Copyrighted Carol Sanford Institute
All rights reserved. For permissions:
carol@carolsanford.com



- Products

1. Principle based Clarity of roles that accelerate our work/Work

2. A Being Body for our community is accelerated

3. Community leadership experience toward entities beyond our own individual work

Process

- Utilize a **concrete version** of a pentad that is effective for managing the work a whole **in a VAP**— BOS CAD
- Application of the Pentad for the CAD in Boston and Developmental Principles for guiding our Work

Functioning Capability

Imaging the working of
community, particularly
that of a developmental
and creative community

Pentad: EVOLVES UNIQUENESS of an Entity



© 2016 Copyrighted Carol Sanford Institute
All rights reserved. For permissions:
carol@carolsanford.com

Managing Role: *Significance*

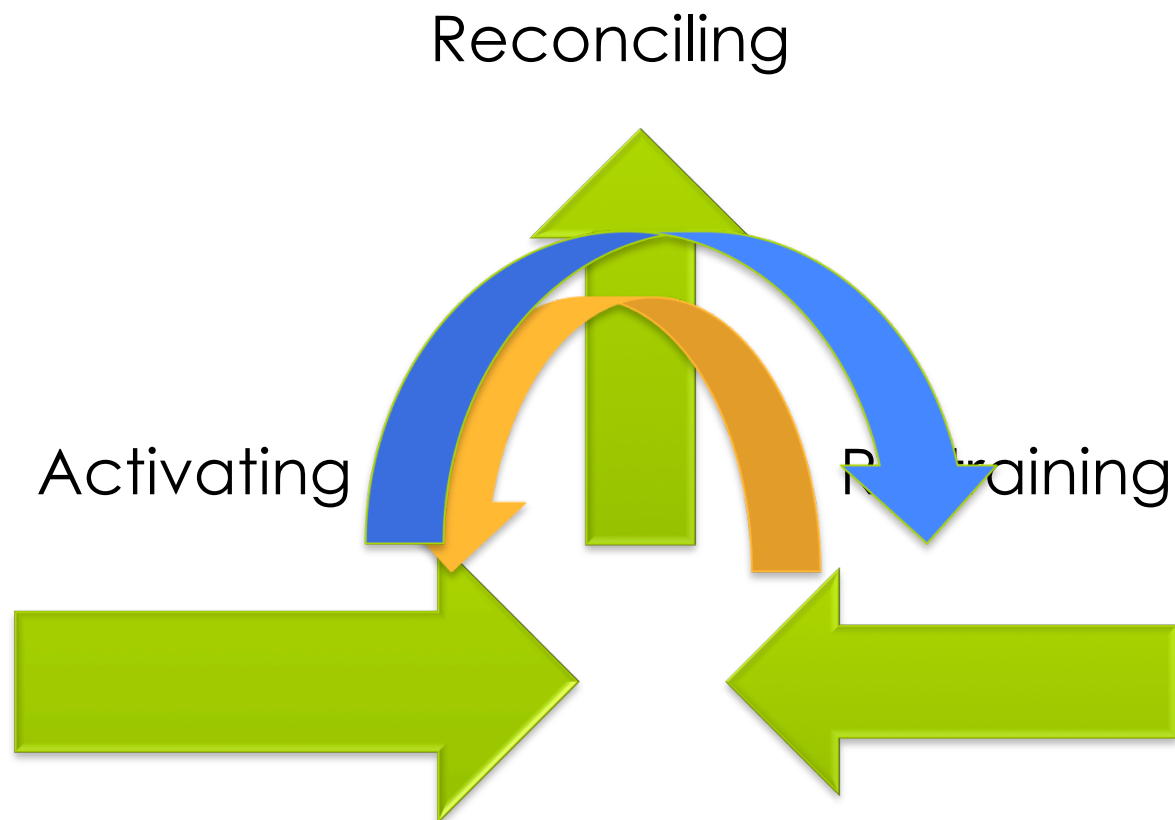
- **Lift up and Manifest the Uniqueness of entity—**
That which is unique and distinctive in the products, processes of the work; and contribute distinctive value into the universe.
- **Process:** Holding in mind nested “whole” as it moves forward while engaging in and improving the day-to-day work.
- **Building a culture and field that supports uniqueness and significance manifesting**

© 2016 Copyrighted Carol Sanford Institute
All rights reserved. For permissions:
carol@carolsanford.com

Managing Role: *Significance*

- **Lift up and Manifest the Uniqueness of entity— .**
- Exercise:
- 1. What is unique and distinctive about this School?
- 2. What principles are called for to develop, manifest, and regenerate this entity in that regard? Using Law of Three

Development of Principles



Managing Role: *Significance*

- **Lift up and Manifest the Uniqueness of entity**—Exercise:
 - 1. What is unique and distinctive about this School? (Reconciling)
 - 2. What could restrain this Work?
 - 3. What principles are called for to develop, manifest, and grow this entity in that regard? (Activating)

Site role: *Mastery*

Pursuit of **manifesting/expressing this significance & uniqueness** in ways that demonstrate efficacy; in **the context of what is to be considered as the ecosystem** for the working of the entity

1. What, in the situation/site, needs us to master ourselves and offerings to engages as resources
2. What must we master, in ourselves, to utilize those resources.
3. 3. Principles?

Operations: Reduce Lower Limits

The development of the aspects of state of operating we must maintain if we are to achieve our aims. How do we lower the limits we experience.

- 1. What do we consider the limits beyond which we cannot go? These are often spoken of as “more of” or “less than”.
Boundaries to be crossed (Restrictions)
- 2. What principles can guide these?

Personnel: Raising Upper Limits

An evolving state of individuals and the collective we aspire to, that would increase the value offering and distinctiveness that we could generate; the essence and Being Body expression of the entity

1. What are the development aspirations for members
2. Guiding principles in that regard?

Planning: *Nourishment*

For that which we provide the system which sustains and regenerates, enabling growth through time and from which it, in return, provides for us. (reciprocity)

1. how can we nourished in the future, and nourish systems, beyond this time and place?
2. Principles?

Next steps

- For your role, take the principle work and form a concept to pursue it (objective specific and method specific)
- Work on DISCERNMENT and DISCIPLE to now look the principles and premises as you become more concrete.

Reflections

- Use of a framework?
- Concrete situation, versus abstract?
- You own state of being in using the framework?
- Capacity for Discernment?
- This framework for Organizing a Being Body and its development and manifesting?