

# The Regenerative Business

Book Club #4 Webinar 4.6.18

# Underpinning s of Paradigms & World views

Thomas Kuhn- Paradigm Shift  
UC Berkeley 1964 Junior Year  
Philosophy of Science,  
Reason from First Principles

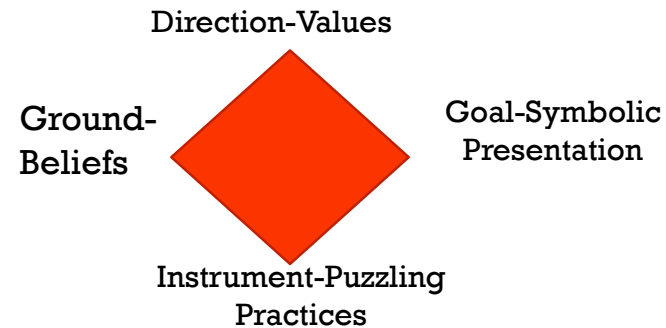
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Systematics \_ start with Pythagorus, Arthur  
Young, Charles Krone, John Bennett

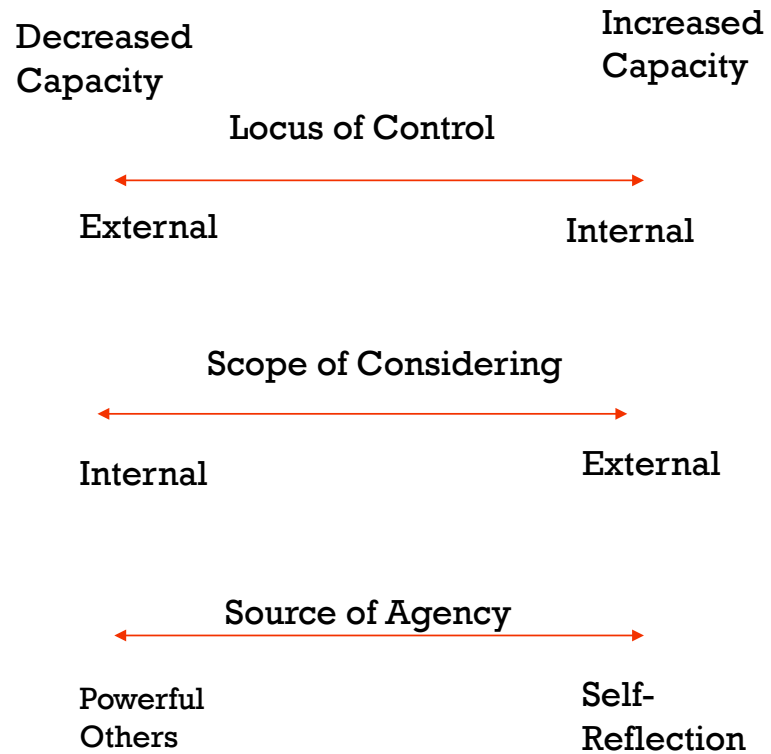
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PhD Dissertation- Scientist Role in  
Research.

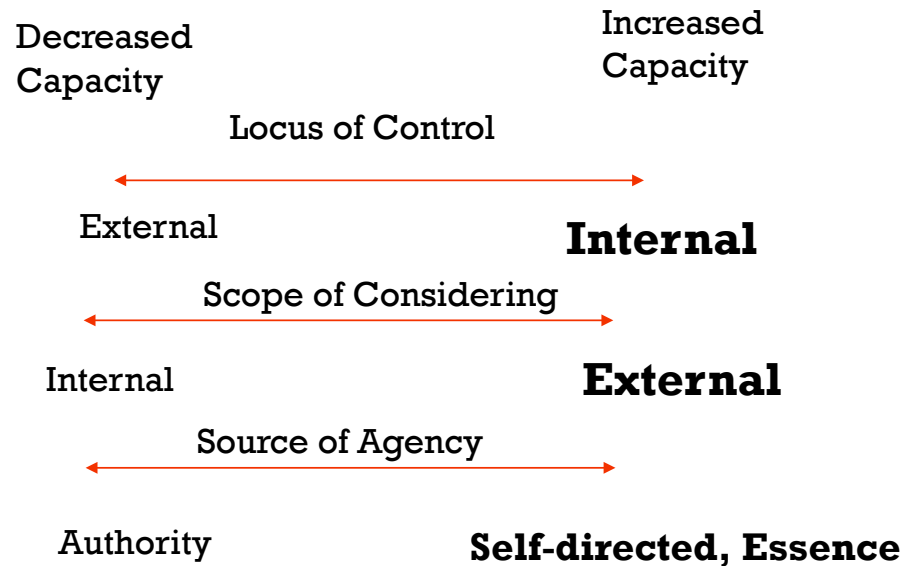
Observation of Research Methodology.



# First Principles of Human Capacities



# First Principles of Human Capacities



**Democracy** needs these from Citizens to be healthy; self-directed, think critical

**Enterprises** need these to be non-displaceable



# Challenge

- **This is a challenging Chapter!**
- **It Challenges how we Current work, think and “make sense” of the world..**

## Why Change, even examining, is Hard

**Reptilian Brain-** needs familiar to feel safe. Scurries for cover when NEW or UNFAMILIAR emerges. We have to learn to manage this.

How it manifests—

- **Confirmation Bias** the tendency to search for, interpret, favor, and recall information in a way that confirms one's preexisting beliefs or hypotheses.<sup>[1]</sup> It is a type of **cognitive bias** and a systematic error of **inductive reasoning**. People display this bias when they gather or remember information selectively, or when they interpret it in a **biased** way. The effect is stronger for **emotionally** charged issues and for deeply dearly held beliefs.



# HOW CAN WE MANAGE OURSELVES ?

**Reptilian Brain-** seeks familiar to feel safe. Scurries for cover or puts up defenses when NEW or UNFAMILIAR emerges. We have to learn to manage this tendency in all of ourselves. Self-observing and aim to manage

**Mammalian Brain-** communities work in dialogue and take different points of view, fully considering. Push one another to questions, using frameworks, and reflection on own mental processing.

**Neo-Cortex** - use uniquely human brain to engage in reflection on what is the Higher Principles we are pursuing for self, others and social systems (business, justice). Test against that, not the known. Capacity to think Systemically and Dynamically. Development of Living Systems Thinking Capacity.

**AIM-** what is yours for today?



# What does Toxic Mean

**Undermines** the health and vitality toward achieving full potential expression; may kill  
e.g. poverty is toxic to opportunity and development

**Diverts** from a process that fosters health and full potential realization  
e.g. minimum wage serves as a floor to devastating consequences

**Blinds** us to seeing beyond affects because of familiarity.  
e.g. When association with people who belief like us we never question.

**Weakens** when added to a system of good things, negating much.  
e.g. adding sugar to healthy food

**Leads to amelioration** of incomplete or degrading practice instead of going for something whole.  
e.g. Push others to do less bad stuff rather than find themselves and pursue expressing that Self.





## How to get there

- We developed a technology for advancing full potential of Human Capacity applied to their entire days.
  - Elemental or Systemic Thinking.
  - Deep Personal Reflection and self and group development.
  - Pursues high degree of financial effectiveness because are flexibility, able disrupt whole industries as well as social and planetary imperatives; all at the same time at the same time
- What is Critical Thinking?- First Principle Thinking
  - Living Systems thinking; Disrupt fragmented view of life; Start with Whole and using shared frameworks with inner reflection on own preconceptions and attachments. Deduce from First Principles (
  - Ability to examine with rigor, precision, from First Principles, rather than inductive evidence

# 30 Toxic Practices

What is it? What based on

- Delegation- Some are smarter
- Job descriptions- rats in maze

Why is it toxic?

undermines self-directed

What are alternatives?

- Self to Self in an organization
- Experience as resources, without approval hierarchy
- Developmental Infrastructure



# 30 Toxic Practices

What is it? Foundation

core competencies- generic best,  
cover all

metrics-based auditing- IC

function teams- IC

human-centered design\_ IC

Why is it Toxic?

External LOC

Genericizing into Average

Distracts from Essence

realization

What is the alternative?



# 30 Toxic Practices

## **External vs Internal Locus of Control; existence not essence**

- **Brainstorming or Visioning-  
Standards and Procedures**
- **Metric Based Auditing- wrong  
point of measure**
- Institutional Ideals-
  
- **Incentive and Rewards**
- **Recognition**
- **Rating, Ranking**
- **Performance Reviews**

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