Quantum Way Working
Indirect work on Capacity

TRBDC Strategy—Cohort 3
September 25, 2020

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Business Evolution Framework- Six Aspects of Strategy

Performance	Direction	Pursuits
Capacity	Portfolio Management	Market Business Premises

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Aim for today

Move away from a Classical Worldview (Resolving Symptoms, issues, problems) to a Quantum Worldview (Evolving Whole Systems- individuals, organizations, social and planetary)

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Capacity – what we have space and ableness to pursue

Speaks to the amount which an entity can

contain or can be filled up to work with

for an individual

for an organization,

for a potential contribution

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Individual and Organizational Capacity

Establish a base of beliefs about the capacity of people, partnering and a working society

1. Write statements regarding what your individual and then team beliefs are about:
   - people and their ability to change? What is the role of the business in this?
   - partnering and what is important in that process? What is the role of the business in making them work? What processes make that possible?
   - the working of a vital, viable and evolving society, the process that makes it function and the role of Business in that?

2. What is your philosophy of doing business in regard to people, partnering and society?

3. If you look at how you hire, promote, partner, and structure work, what principles do you work from?

4. Reflect: Where do you see less capacity and want to develop? And where do you feel you have grown and developed in this regard to your beliefs, philosophies and principles, over time?

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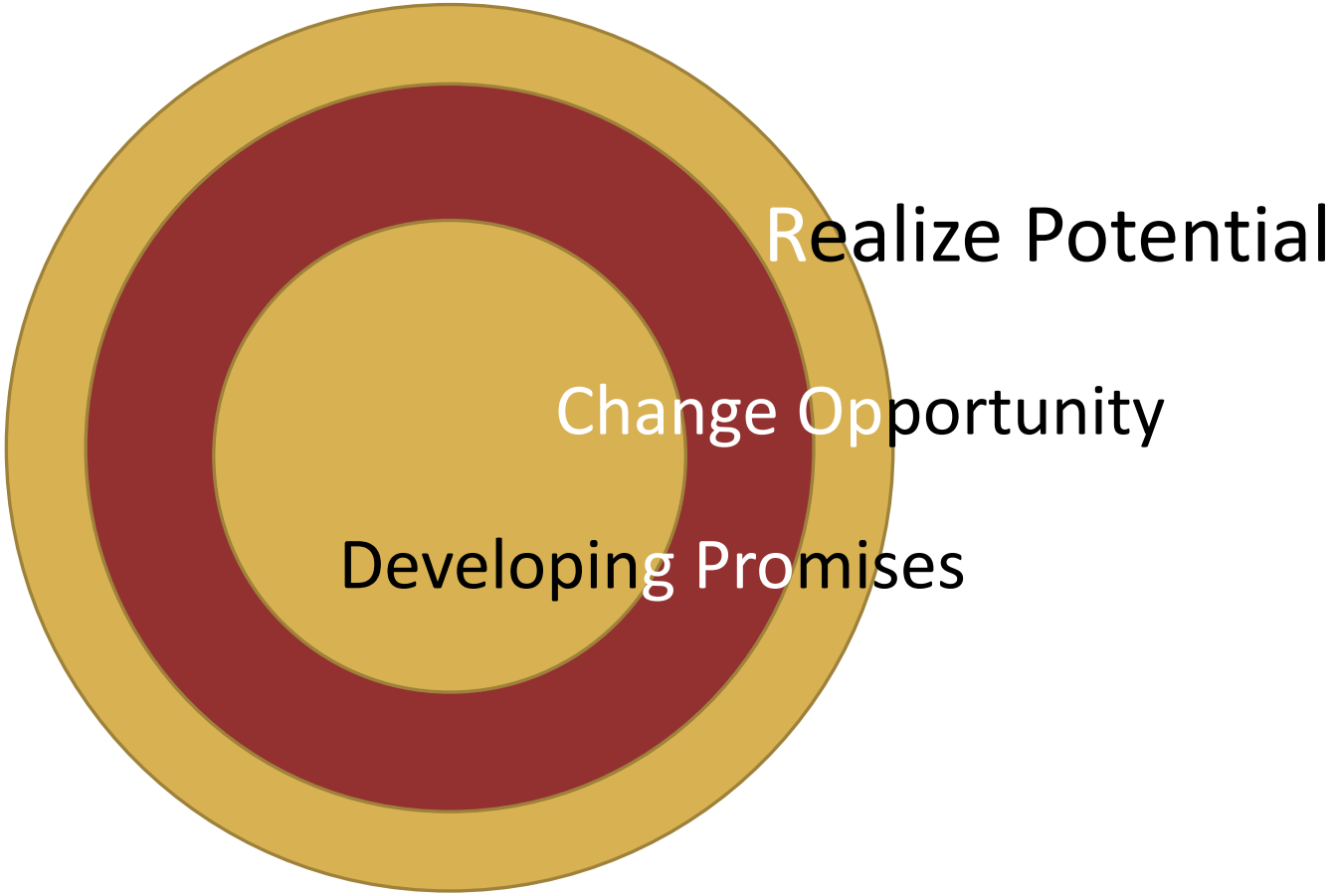
Capacity- Three Levels of Opportunity



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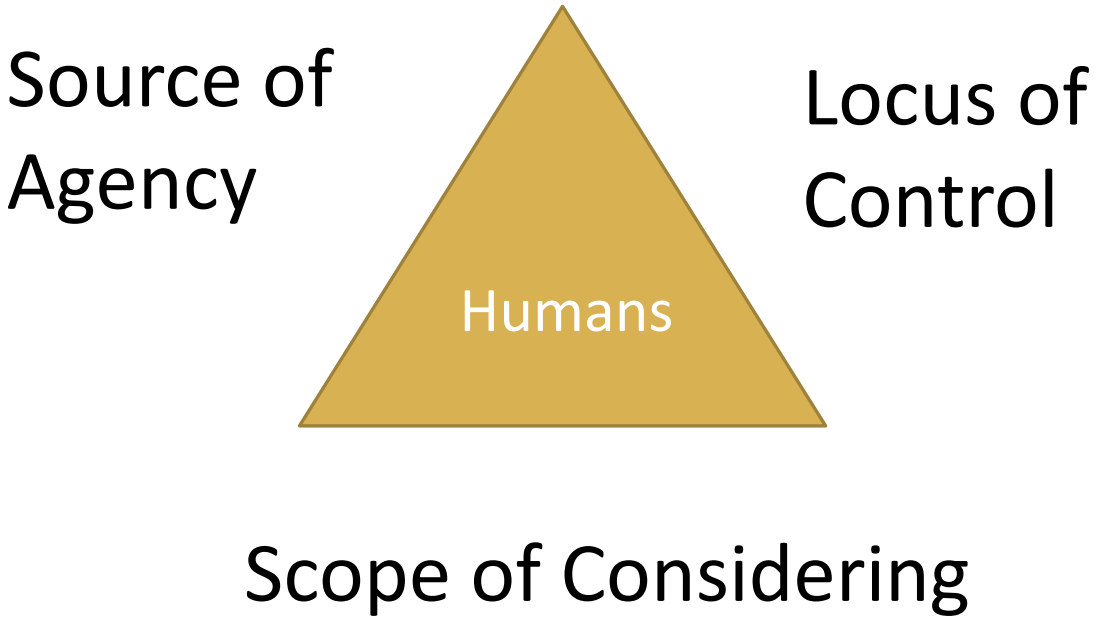
What Capacities Make Human Life, Business, Democracy & Society Work?



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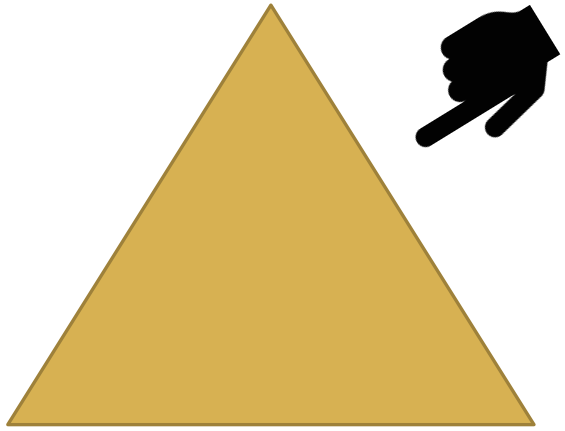
…Make Business, Democracy & Society Work?



Locus of Control

External — Internal

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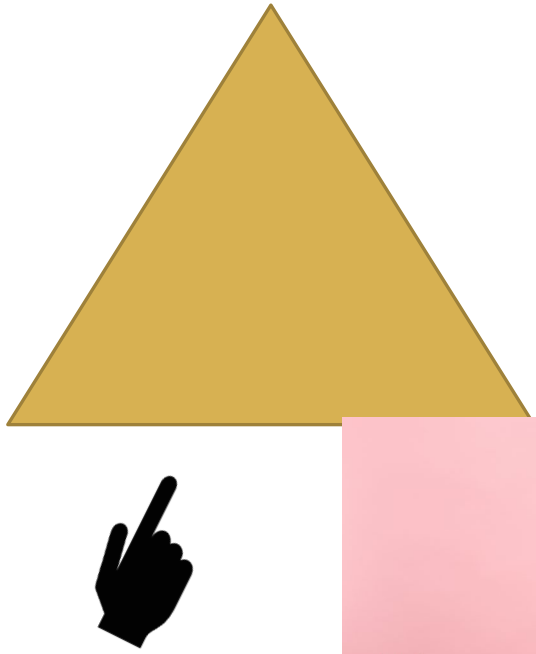
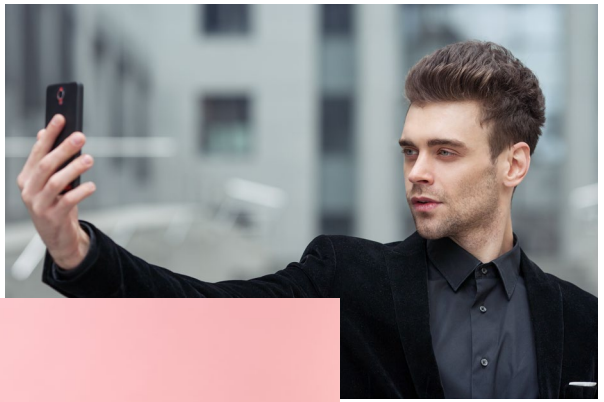
…Make Democracy & Society Work?

Source of Considering





Internal

External

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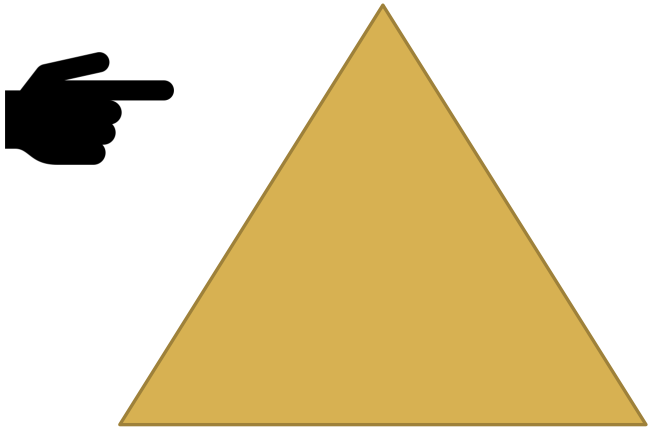
…Make Democracy & Society Work?



Source of Agency

Powerful “other” as guide to effort

Reconciling- inner connection with Higher Meaning

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Exercise: Start now for group dialogue

Listen and Assess your Organization of how well you are ensuring these 3 Human Capacities

Loc of Control

Scope of Considering

Source of Agency

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History of Management Theory and Practice Era One. (Ordained/Birth)

Remainder of Practice:

Hierarchy

Delegation

Management by objectives

Downsizing

Job Descriptions

Where, even subtly, do we borrow the practice? Be rigorous. Ask your organization. Which of these might be in your practice?

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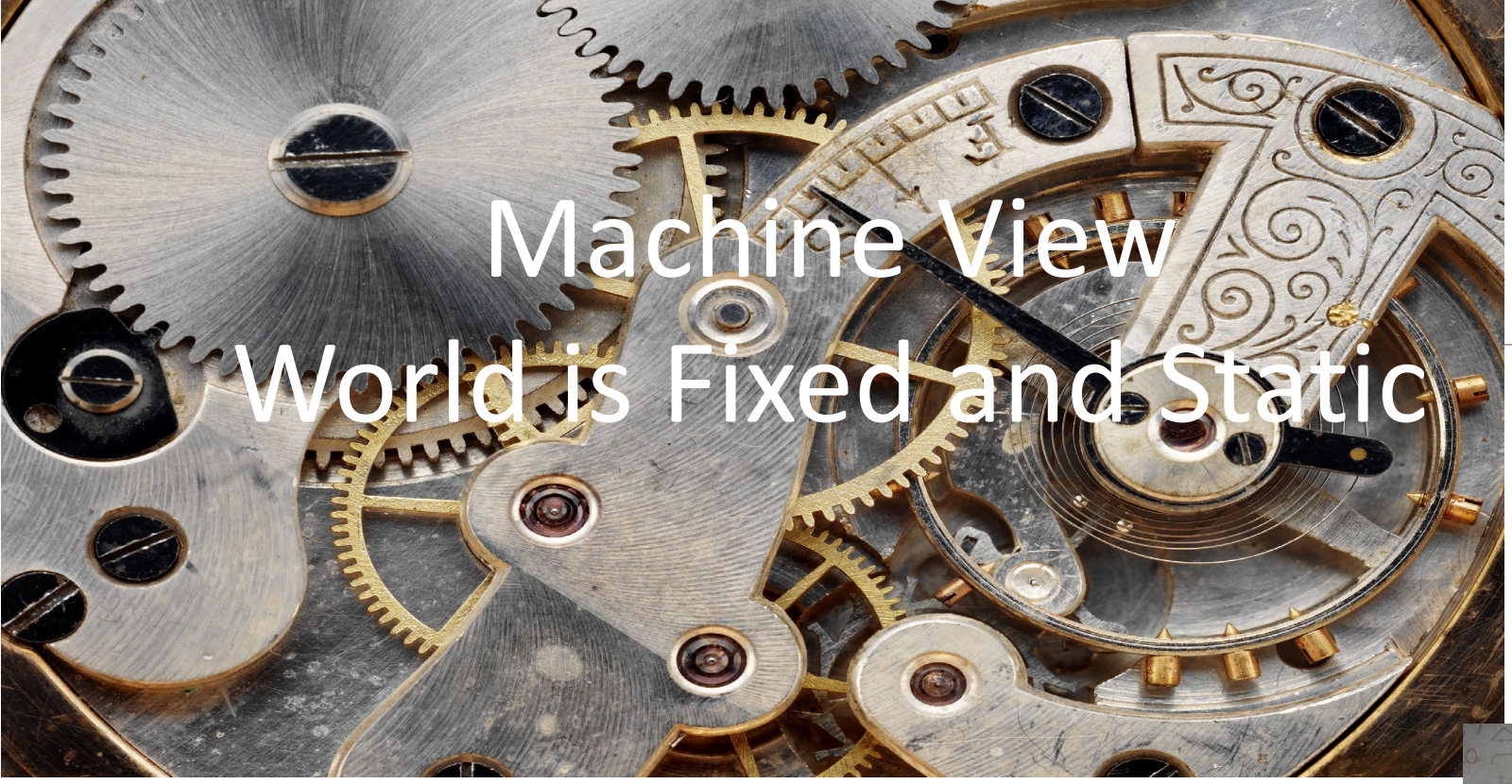


Machine View
World is Fixed and Static

Practices

Feedback

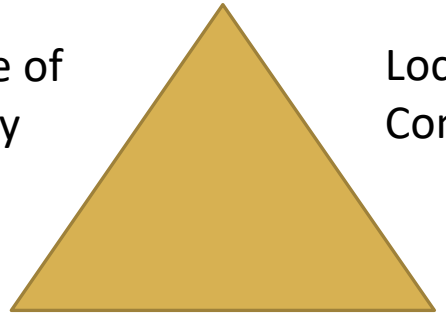
Core Competencies

Generic standards & procedures

Recruitment

Problem-solving

Polarized evaluation (+/-, good bad, strengths/weaknesses.



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Practices

1. Incentives
2. Rewards, Recognition
3. Rating and ranking
4. Role Modeling
5. Performance Review

Control is External

Effects

Promotes Internal considering

“Beat the Game”

Reduces motivation- Higher Order Agency

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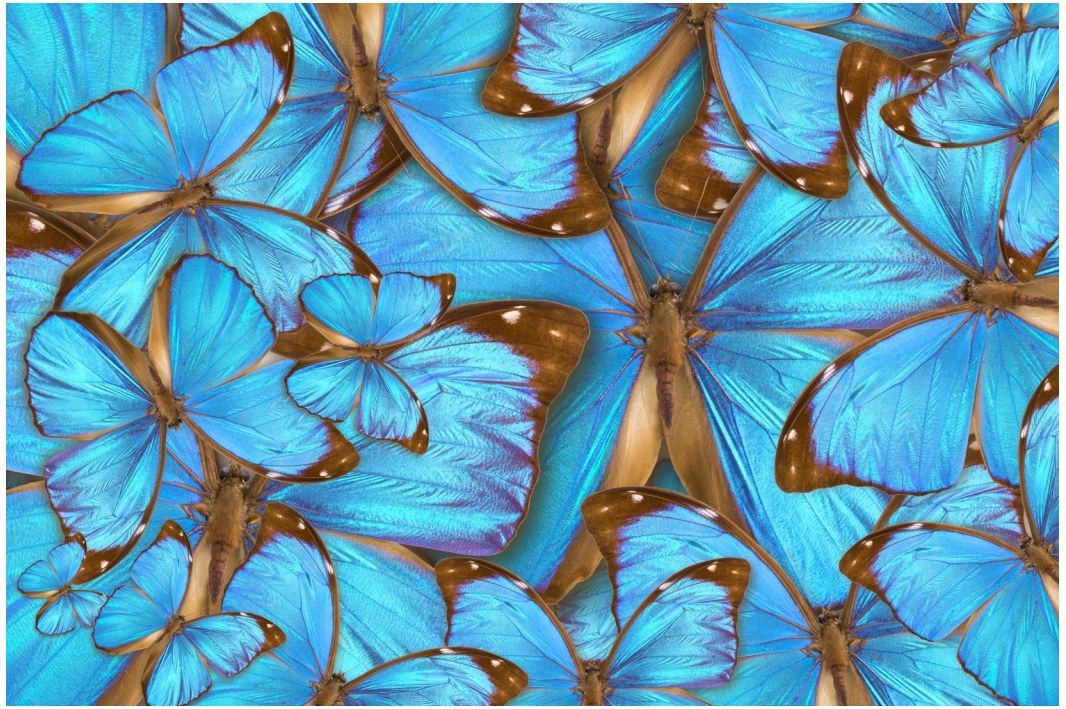
Human Potential world view- Human Growth is Possible

- Typologies
- Self Actualizing
- Self awareness, psychology safety,
- Participative ideation
- Insight & Intuition
- Universal Ideals
- Human Centered Design



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Regenerate Life Worldview

Practices

ESSENCE is core—

Evolve Capacity

Developmental

Promises Beyond Ablenesss

Self to Self

Global Imperatives embedded

External Teams

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Breakout

1. What systems and processes do we need to examine in your Organization that:
   - undermine the Core 3 Human Capacities?
   - that you need to bring a higher level, in regard to these capacities?
2. Where does your leadership team need to shift BPP to make these possible?
3. Each person, look at your own opportunity to grow in each of these three capacities. Develop an aim for yourself. The team as a whole? Aim for team?
4. Reflect on the value of this conversation and what is next to move toward Aims?

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Capacity Approaches Billiards (Direct) versus Quantum (Indirect) - Examples

People Ableness Capacity:

- Billiards: Recruit, Buy Promote Talent (rate and rank, incentivize, point too role models)
- Quantum: Create conditions for Developing everyone in ritual ongoing events, Ordering and Organizing infrastructure, strategy evolution in levels of markets

Collaborative Capacity—Partners: suppliers, co-creators, industry

- Billiards: Recommendations, deal making, track record partners
- Quantum: Create an Industry Field, Buy, Borrow, build Platform to attract, Develop them in ritual events

Realization Capacity

- Billiards: Contract, outsource, upsize and downsize people and partners.
- Quantum: Accordion organizations, Developmental Cycles

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Design & Assessing Partnerships

Source of Reconciliation-
with global imperatives

Appreciate Disparate
Entities Motives

Community
Development

Body of Thought
(for will building)- B, P, P

Exercise: Assess a Partnership

1. Select a current or potential partner. Engage with the following questions

2. Ground: Are you grounded in motives? How do you see alignment or inconsistent Motives? How well can you each Appreciate those Disparate Entities' Motives

3. Goal: How well do they develop Community? And to what degree are your processes then based on the same desired effects?

4. Direction: How do they reconcile seeming conflicts in global imperatives? How do they source their understanding of global imperatives?

5. Instrument: Body of Thought- Who and what do they read and use to form questions; where do they reference for beliefs, philosophy and principles?

6. Reflection: What have you revealed about what is importance to you in partnering? Will specific principles guide you in the future partnering?

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