

Regenerative Leadership

Awakening Spirit and Will to Translate Strategy

FEB 19, 2021

Aim— Deepen Understanding of...

Regenerative Leadership Work—

Bridging and translating Strategy into a

Dynamic & Complex World

World of Business AS A WHOLE



Opening exercise- Leadership Assessment

Over the past few months and years, how well have we done on Knowledge about, understanding of, implications to, courage needed and cohesiveness on: (Rate 1-5) Observe Levels of Energy as you work?

1. Understanding and engaging in **Culture development and evolution**
2. Competing **Dynamics in our universe**: markets, Supply systems, regulatory patterns, working of money and alternative currencies and exchanges
3. Moving our **operating processes to manage in up and down markets** while staying in alignment with Corporate Direction
4. Build a **stakeholder system** to guide strategy implementation and industry health and vitality
5. Alignment **across our organization and co-creators** with strategic corporate direction
6. Understanding and **managing relative to competition** in our markets (RCP. Collaboration, Partnering)
7. Reflect on how your mental energy fluctuates as you work and why. What might improve your mental energy as you work? A way to get out of vital, automatic and sensitive if you get stuck?

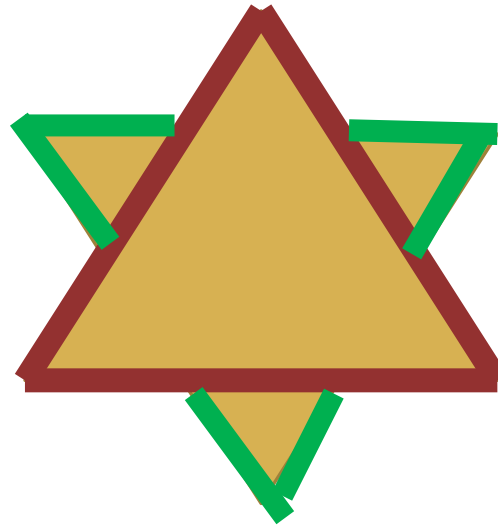
Opening Exercise: How Well have we...?

Actualizing —How we manifest Strategy

U/s and Evolve **Culture** to Foster Strategic Integration

Strategic Development of **Stakeholder** Ecosystems

Managing the Evolution of the Organization to have **Possibilities** for Different Scenarios



Strategic Alignment Across Organization

Strategies for Managing and Leveraging **Competing Strategies**

Strategic Clarity on **Competing Dynamics** in Proximate Environment

Potentializing—How we build readiness to manifest

Leadership Work is

- **Developing potential** within the organization (individuals and teams) to **execute on strategic thinking** as self-determining beings.
- Pointing to and **developing capability to discern** choices, paths and approaches that execute in a dynamic proximate environment
- Magnifying the presence of constraints and move into **valuing them as Restraints**, which are sources of creativity

Leadership Work is NOT to...

- **INSPIRE OR Drive** the best work across the organization (individuals and teams) to execute on strategic thinking
- **Point to and lead** to better choices, paths and approaches that come from seeing more than those close to the ground
- **Reconcile the constraints and roadblocks** that stand in the way; **give people the resources** to execute on translations of strategy.

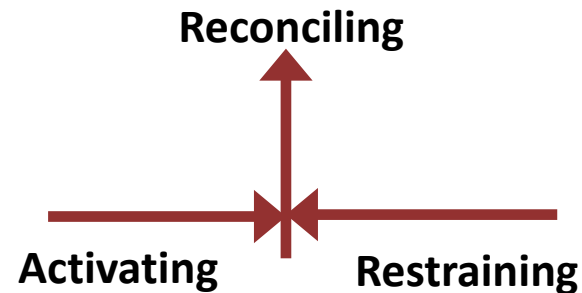
Law of Three as Source of Innovation

In our thinking, these three forces may arise in various sequences, depending upon the nature of questions to explore or other thinking activity we are engaged in.

Activating Force: That force which is the initiator of an action, and which is endeavoring to create change.

Restraining/Receptive Force: That force which is the receiver of the action, and which is endeavoring to define, refine, and limit the activating force.

Reconciling Force: That force which is independent of the other two forces, and which is endeavoring to bring them into relatedness or harmony.



Law of Three Sources creativity

Seeing and Seeing Opportunity for Strategic Implementation

Hypothesis #1: The ability to make change is directly related to the ability to see, value, and hold activating and restraining forces in one's mind simultaneously, while working to discover appropriate reconciling forces.

Hypothesis #2: The greatest cause of short-circuited or diverted action is the inability to generate and sustain activating force in one's mind; e.g., "Oh well, it doesn't really matter."

Hypothesis #3: The greatest cause of a low-quality or incomplete action is the inability to embrace and value restraining forces as a source of creativity; e.g., "It feels difficult."

Hypothesis #4: Standoffs, compromises, sub-optimizations, and other lower level outcomes are caused by the inability to hold the purpose of a large whole or the work of essence in mind.

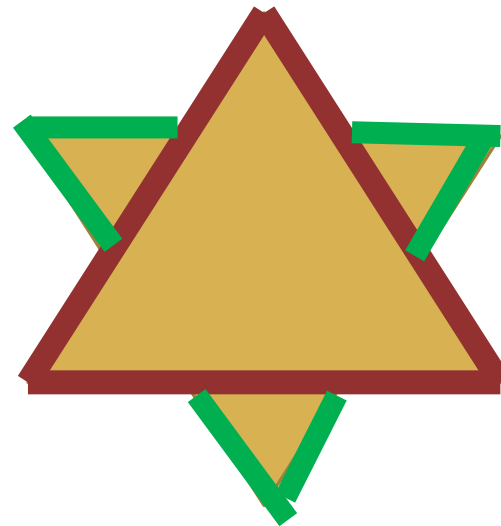
Opening Exercise: How Well have we...?

Actualizing —How we manifest Strategy

U/s and Evolve **Culture** to Foster Strategic Integration

Strategic Development of **Stakeholder** Ecosystems

Managing the Evolution of the Organization to have **Possibilities** for Different Scenarios



Strategic Alignment Across Organization

Strategies for Managing and Leveraging **Competing Strategies**

Strategic Clarity on **Competing Dynamics** in Proximate Environment

Potentializing—How we build readiness to manifest

Designing creativity with Valuing Restraint

1. In each of the six leadership arenas, examine the restraints to understanding, pursuing, and achieving the value.
2. Examine at three rings/lines of work. Immediate impact, proximate environment, and broader universe
3. For each key stakeholder, what are they looking for reconciliation?
4. What needs to be activated directly, in partnership building or tracking, in capability and systems building?
5. Where are we paying appropriate attention, under attending, over attending?
6. How might we shift our engagement with the organization to refine our work and way of working?

Join Me or
invite others to
another
Community

Communities

- ❖ **Business Strategy. Leadership, Management**
- ❖ **Governing Bodies**
- ❖ **Change Agents Development**
- ❖ **Seed-Communities for Educators, Women Entrepreneurs, Parenting**

Books about the Indirect Approach by Carol

- **The Responsible Business**
- **The Responsible Entrepreneur**
- **The Regenerative Business**
- **No More Feedback**
- **The Regenerative Life**

Business Second Opinion Podcast- all platforms

Contact: carol@carolsanford.com

New Community 2021: January 29, 9 am-12 pm

Regenerative Governing Body:

For Boards of all Types: Directors, Association, Not for Profit,

What is the Essence of Governing Regeneratively — 5 Quantum Ideas. Come and bring a your board (or some members)

Focus for 2021:

- Intro to Five Regenerative Governing Principles
- A Nodal Intervention—The Quantum Approach to Racism, Diversity and Inclusion, Social Justice. How structures, systems ensure degenerative outcomes

Investment: \$5497/3 Board Member (minimum required). May add more for additional fee.