



THE REGENERATIVE BUSINESS DEVELOPMENT COMMUNITY

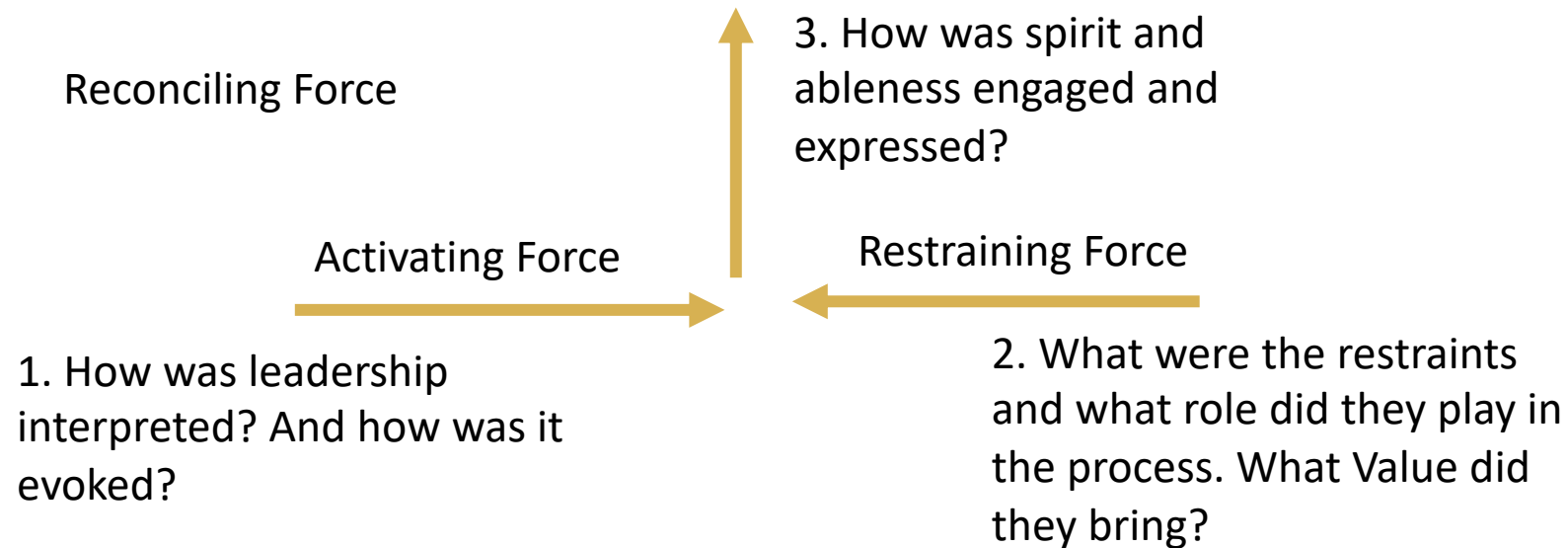
WITH CAROL SANFORD

Leadership as Regenerative Practice

January 10. 2020

Leadership of Great Meaningful Change

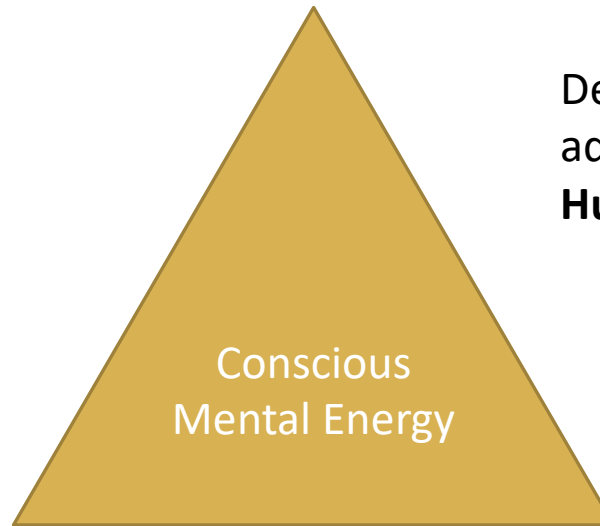
Select a meaning time when you experienced or offered profound transformative leadership, ask



What principles or premises speaks to Leadership as a concept in change, as a role in change?

What is Core to Regenerative Leadership

Business and Industry Transformation, simultaneously, based on Translation of Strategic Corporate Direction
(Essence, Global Imperatives, Implicate Market Intersection convergence) **into execution.**



Development of Cultural Field
advancing expression of **Core Human Capacities**

Critical Living Systems Thinking Skills based on **Framework Thinking** and institutionalizing **inner personal reflection** and reflection on group ableness and development

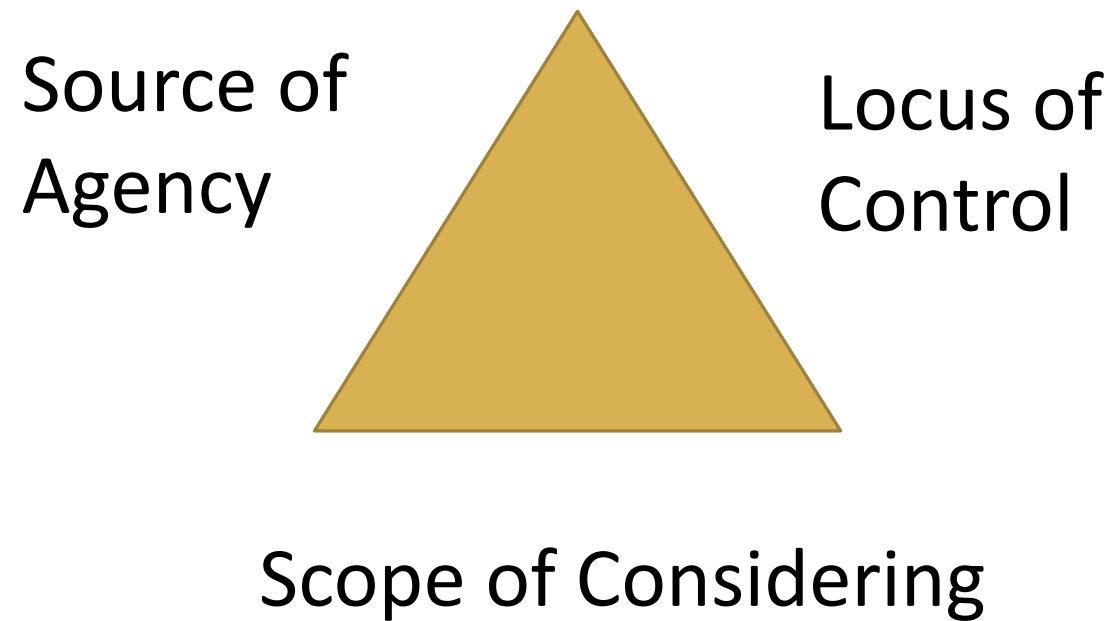
Our Aim Today- Design an engagement

Critical Living Systems Thinking Skills: To become increasingly **discerning about the Paradigms we are working from** and overcome any tendency to conflate a Living Systems perspective with incomplete paradigms (knowledge gained)

Formulate an image of what Regenerative Leadership looks like and how it works

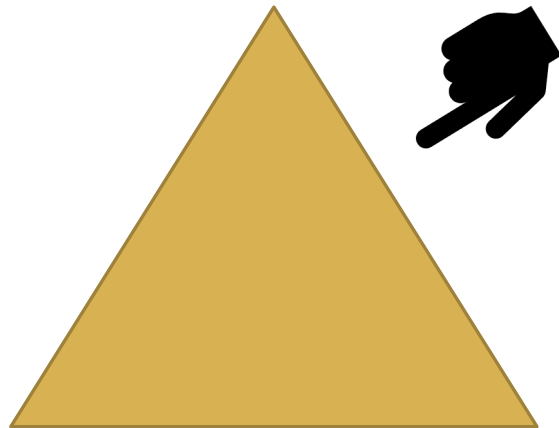
Organize to engage our organization with a new way of working in key events. Destabilize, Discern, and work with Corporate Direction and Human Capacity Development.

Embedding Capability: 3 Human Capacities



Embedding Responsibility

Locus of Control



External



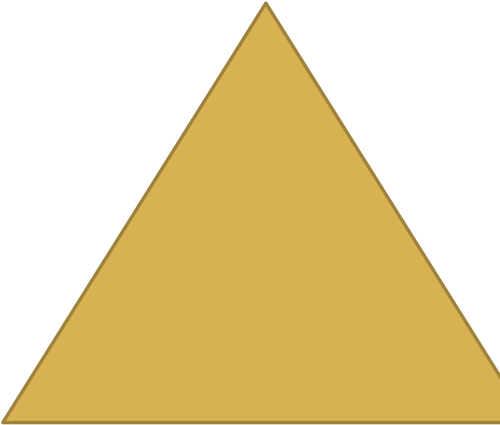
Internal



What fosters each of these?

Embedding Caring

Source of Considering



Internal



External

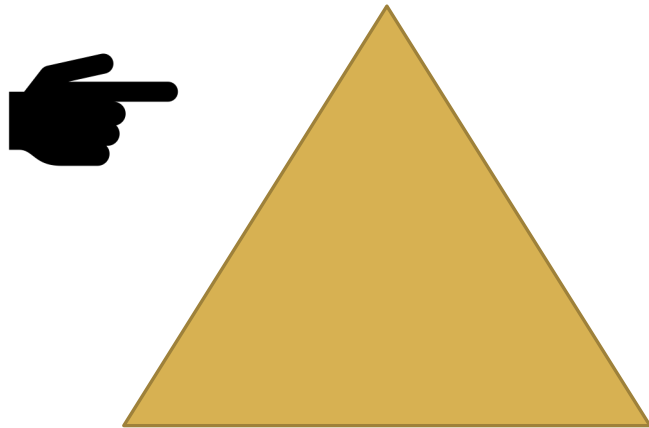


Embedding Intrinsic Motivation

Source of Agency

Powerful “other” as guide to effort

Reconciling- inner connection with Higher Meaning



What Fosters each of these?

Exercise

1. Examine how YOU are developing your co-creators toward these 3 Human Capacities?
Examine several recent leadership initiatives.
2. Standing in their shoes, how did you promote or undermine an experience of Internal Locus of Control (ILOC), External Considering (EC), and Systems Actualization Source of Agency?
3. Examine the Effects of the initiative and Outcomes? What is toxic to these Human Capacities?
4. What makes that happen? What fosters ILOC, EC, and Agency from Systems Actualization.
5. What might evolve in your process to develop these three human capacities? Why bother?

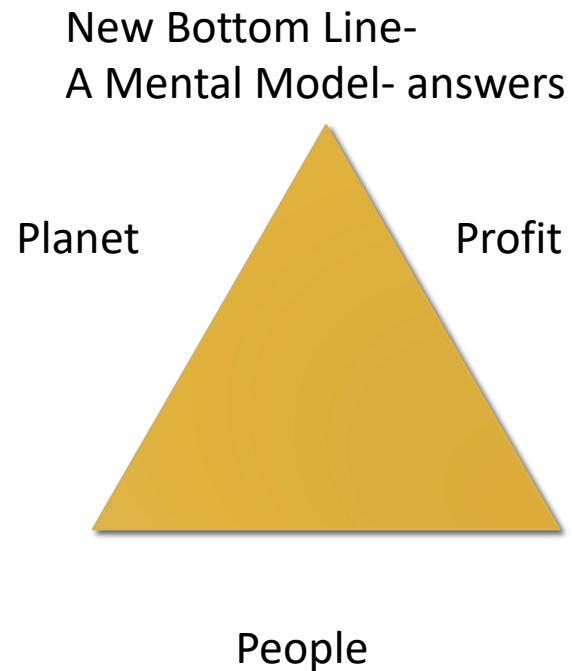
From Mental Models to Living Frameworks

Models are useful for building and operating something according to specification that is fixed and unchanging. They have the effect of producing automatic energy. They are focused on providing answers that are uniform.

Frameworks are instruments for evoking consciousness and creativity. A shared way of examining and discerning vs shared thoughts. They are for thinking, not thoughting. They provide arenas for discovering questions that need to be asked in living dynamic situations. Living Systems frameworks are framing a thinking process to be whole and complete but not static. Further the framework offer a way to image a pattern of relationships that can be a source of discovery.

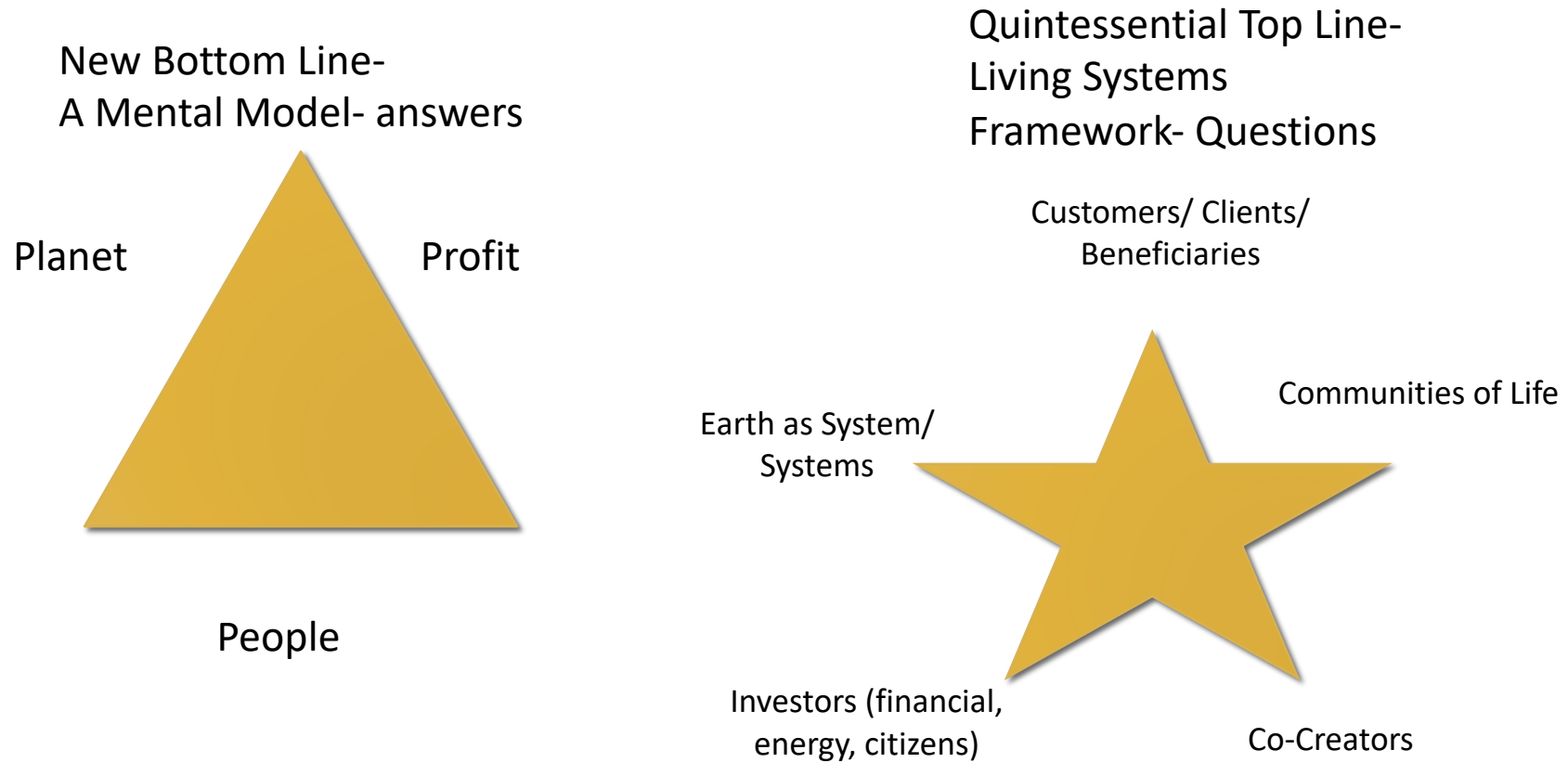
Models are useful for existence that is already manifest and unchanging. Frameworks are needed for engaging in Essence Thinking. That is, the thinking that gets to the core or heart of a living process, system or structure that must be revisiting and understood beyond the surface.

Mental Models: Abstract & Generic



Reference: The Responsible Business: Reimagining Sustainability and Success, Carol Sanford

System thinking Frameworks: Specific and Concrete



Reference: The Responsible Business: Reimagining Sustainability and Success, Carol Sanford

Paradigms at Work	What they pursue
Regenerative Paradigm: Evolve Capacity	Grow capability to express the uniqueness in meaningful contribution within a living system.
Human Potential Paradigm: Do Good	Ideals, Human Centered Design, Self-determination
Entropy Reduction Paradigm: Arrest Disorder/ Less Harm	Reduce harm, restore to standards or original,
Material World: Value Extraction	Raise Value, Resource based thing, transactional, externalize costs, externalize accountability

Exercise: Fishbowl and Breakout

1. Select a few processes you lead. Examine them using the matrix of three paradigms of

degenerative practices, generative, regenerative.

2. What are your reflections on engaging in this exercise?

3. Design a process that you can lead in your organization to improve framework thinking, paradigm discernment and quality of mental energy moving from automatic to conscious.

4. What is necessary to be successful in engaging the organization in this process? What is the value of paradigm discernment, framework thinking, reflections on inner and outer working?