

The Regenerative Business

*Leading toward a Developmental
Organization*

LEADERSHIP SESSION

10.15.21

Opening Exercise

1. What is it we mean by development?
2. Given instructions in using pieces of plywood to build a boat that:

 - Carries the most people
 - Goes the fastest
 - Maneuvers the best

Would you consider this developmental?
What does it tell you about development?

3. Are there things you resist pursuing—what are they?—what is it they take away from you as a person or from people you are concerned about?—what does this tell you about development?
4. What are the things you want to improve the performance of?—what is it you feel will be gained by working on this performance improvement—i.e., not the result—what does this tell you about development?
5. Draw a personal life line and through the course of time, identify the different things, that were/are an integral part of your life?—what did each of those things bring into your life? —what things do you feel you have moved away from, or did you move toward? Why? What does this tell you about development?
6. What are the tests that you would place against something to determine if it was developmental?



REGENERATIVE LEADERSHIP

Development of Being

BEING

A person who has a sense of life related to being or maintaining existence would hold beliefs about life as follows:

- Life is a journey through time.
- One develops abilities to satisfy one's wants and desires.
- One has the potential to transform the environment to serve one's needs.
- One needs to create an emotional kindredship with those around.

Development as Becoming

BECOMING

A person who has a sense of life based upon becoming or the will to achieve things and adhere to values (e.g., courageous, create change, become, do the significant) would hold beliefs about life as follows:

- The *cause* for the will is the uncertainty of existence and the potential for doing that which is significant.
- One lives life toward and for *purposes* and constrains oneself from just drifting along; instead, one exercises choicefulness and decisiveness on the path selected to the purpose.
- *Structures* are instruments of man's creation which provide orderly means of doing those types of work that relate to accomplishing purposes and managing uncertainties.
- One must continue to develop one's capacities because there are useful voids to fill that can make a significant difference, but they require increased strengths and capabilities.

Exercise

Professional	Social	Structural
Policeman	Father	Leader
Teacher	Son	Planner
Engineer	Voter	Participant
Etc.	Etc.	Etc.

1. Read handout and discuss.
2. Identify a number of roles in each of the following categories.
3. Select one from each category (adding others if it makes sense) and project how a person in that role might view life and personal development from both a being and becoming perspective.
4. Develop principles (i.e., guidelines to follow in practice) you would adhere to as a leader when engaging a particular group in order to generate understanding of this material and of the benefit your organization could derive from it.

Reflection: Taking it to Work

How have you progressed on applying living systems frameworks to a daily activity; conducting 2-hour developmental sessions monthly—Value of creating order with a framework?

1. Set up 1-2 rituals (over next 5 weeks) to initiate processing thinking for everyone in the organization. 10-15 minutes every day on a recurring event. e.g., stop to reflect —Maybe starting your day, in a particularly kind of meeting that happens daily at a transition point; before or after a sales call, staff meeting, decision between people. Start with the team members who are in TRBDC. Now how do you extend a daily practice to whole organization
2. Set up a 2-hour event to develop capability that will happen **monthly**. Here you introduce living systems frameworks. e.g., one of the above. Avoid making it training by
 - Natural Work teams apply to their daily or project work
 - Reflections are done on ‘how this invites us to think differently?’
 - Reflect on, ‘What is the value of disrupting our thinking?’
3. Assign a rotating team (2 people) to design and conduct the 2-hour developmental/work event monthly.
4. To design the times to reflect, consider— that is the purpose of doing this, the products to be produced, the process principles; . These reflections should be very specific and concrete but spirit lifting.
5. Reflect and upgrade your thinking each day and improve for the next day. Invent to new questions and watch answer change,
- 6.Plus, Look everywhere for entities and do the structure systems and process exercise on it? e.g., door and a watershed.

Exercise: Precursor to Market Field Teams

Becoming a Buyer Node Champion- select one to explore how to deepen understanding

Thinking about growth involves producing an image in mind of a product offering or a value adding process that is of greater potential and then considering the image in terms of its virtues/ qualities, its implication to processes, its implication to being and changes in being for the buyer node. Envision the Essence for any buyer node you want to champion

Consider the capabilities we would have to be on top of pursuing these market advancement. With each of our buyer nodes. What would we have to:

- Put in place to Know about them, their life, decision making, and values?
- how can we gain and keep that close connections (surveys are not indicated here).
- understanding how they live, aspire and seek to contribute with their lives
- grow their capacity to express in essence terms, their aspirations
- Where does each buyer node go for inspiration, learning and support? How do that engage at the level of their Life! How can we see their Essence through these lenses.

Invite 4-5 people who want to focus, becoming a Champion, for each Buyer Nodes in this way. A team to till the soil! Maybe they see themselves in that node but must avoid projection. But as a reference

The Regenerative Business Summit 2021

December 8, 2021

Zoom 9-3

Three Underpinnings of Systemic Racism, Divisive Conflict and Planetary Genocide

- Biology
 - Tribal
 - Paradigm/Worldview
-
- Quantum Approach: The Oldest New Way to Transform How we Work On these

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Building a Developmental Organization

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