

Regenerative Management and Work Design— Responsible Work Design Means Radical Change/New Premises

SESSION 12— 6.10.22

Accusation

If you were told that you had been skipping a key factor that delayed Ecosystem health...? Racism?

Each of you is doing something daily that, unknowingly, undermines Democracy

What is your reaction?

If I could prove it is true, what is your reaction?

Do you delegate work to others who report to you?

Use experts to train and expect people to learn it?

Evaluate others on performance?

Chose one person to promote over others?

Do other's thinking for them?

Give awards and recognition to others? Role Models?

Breaking Addictions of Assumed Truths

(breakthroughs in understanding)...had courage in abundance, and at the height of their powers, they were always asking fundamental questions. The crucial factor in their vision, and indeed in the creation of all new ideas, is this ability to **break out of old patterns of thought**. Indeed, once this has been done, new perceptions and novel ideas appear to arise naturally.”

David Bohm, Quantum Physicist and Colleague of Einstein & Krishnamurti, author, Wholeness and the Implicate Order, and many more books.

We have an internalized propensity to seek and be satisfied the better than the bad and not strive for the best and creative solution. (for which he won Nobel Prize)

Herb Simon, Nobel Prize, Economics

Exercise: Our Responsibility Assessment

1. What have you defined as Responsible Business arenas?; What do you include in your 'responsibility effort and energy expenditure?' e.g., carbon footprint?
2. How do you decide what to work on in this regard as part of doing business?
3. How much is attended to by how manage your supply chain, marketing, philanthropy, third parties for good and other external attention and effort? IOW- external attention?
4. How does your work design affect your responsibility efforts above? Roles involved, ideation, evaluation of performance, etc.
5. Where are the major shortfalls in **what** you might want to work on (functions, domains) and **how** you work on it? E.g., way you design work to allocate and engage people?
6. What is necessary to have a working democracy? E.g., get people voting? Thinking about effects? governing decisions? How does work design make a difference?
7. What are your reflections on how your work on responsibility is enabling your financial and effectiveness to stakeholders?

AIM for Today

Understand Responsibility (beyond Planet, Diversity & Inclusion, and Fair Trade) and how work design matters to Democracy plus to financial effectiveness

Transform Democracy & Financial Performance with Same Work Design

Self-Directed Promises in Non-Competitive
Infrastructure & Development Rituals

Outcome Managed

Involvement/Participative

Authoritarian

A Working Democracy requires —

1. Ableness to **think for ourselves**, not borrow, adopt or be delegated thinking from any other
2. Believe in ourselves to **work from efficacy** and effectiveness **in uncertainty** and changing circumstances.
3. Being able to **discern between false premises** and advice and the working of a situations from Systems thinking.
4. **Avoiding mental energy drains** that put us into fabrication, identification, attachments, Fear, Waste, Solipsism
5. Ableness in **framework-thinking to go beyond knowledge/info**, into deeper understanding of the effects of our choices along a value-adding process and nested systems
6. **Manage our personal internal mental processing** to avoid losing our state of being at any point, projecting what belongs to us onto others behavior and intentions and **see and manage diversions** from Corporate Direction. **Develop 3 Human Capacities.**
7. **Exercise of agency** to get ourselves to move forward on strategic choices we have made, consistent with Living Systems vitality, viability and evolution

Reflection: Check with your list of Democracy Working Requirement

- What is the correlation of the ableness for Democracy with financial effectiveness?

Design—From Existence to Living Process

Essence Sourced Process

Systems of Work

Function/Process

Physical Layout

Schedule a Design Event with Carol

1. Form Market Field Teams- wrapped around core buyer nodes
 2. Supervisors transform into Resources
 3. Form a Core Team to Lead Strategic Thinking. Culture Change and Work Design, rather than top Management
 4. Initiation of first 20% into Non-Hierarchical Contribution Infrastructure.
 5. A few initiate a Promise Beyond Ableness
 6. Professional Development Plan
- * Set a Date July or August and make open to all Management and Design Members. Edited Recording— 2 hours. There will be 6 events, one for each Bus**

Non-Competitive Contribution Hierarchy

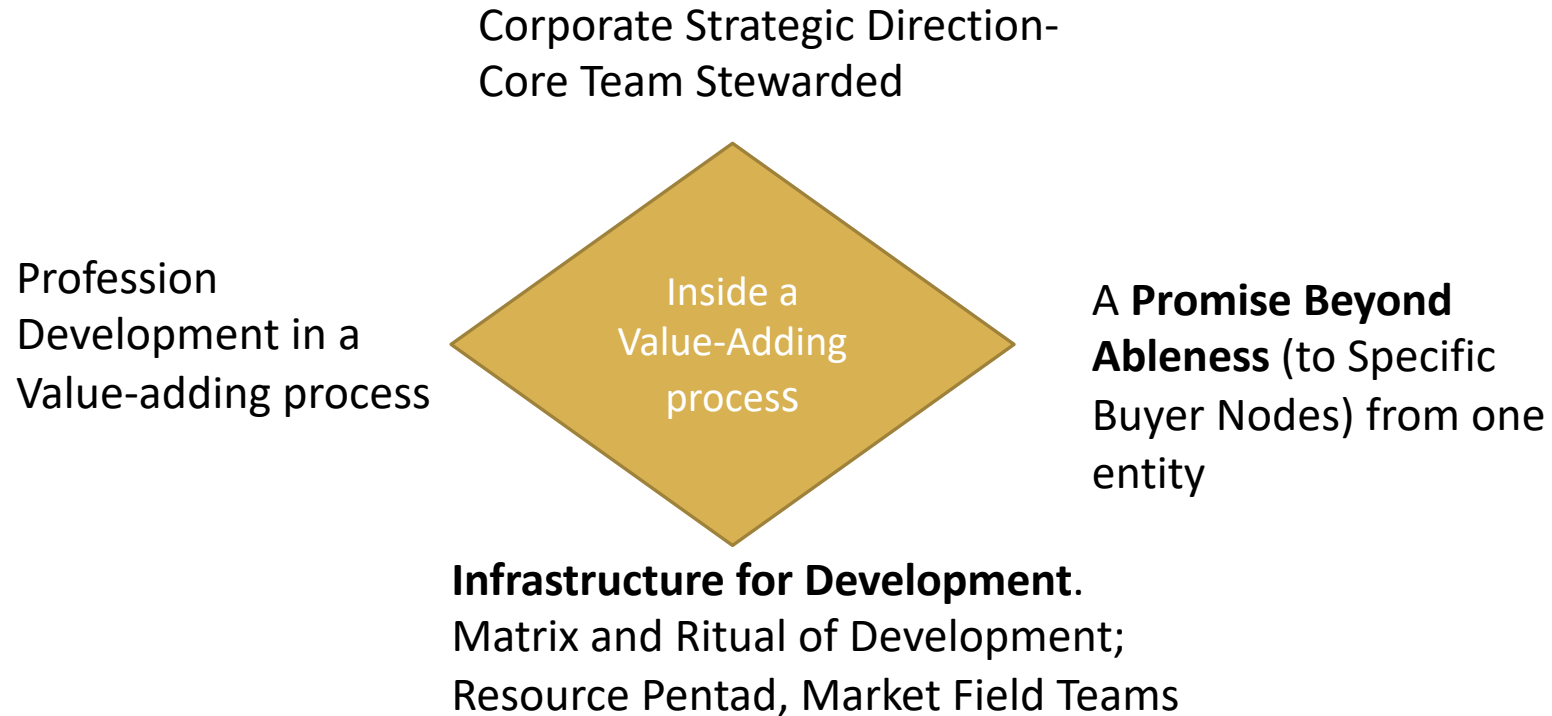
Levels of Work	Functioning Effectiveness	Organizing Effectiveness	Business Effectiveness
Regenerate			
Systems Improve			
Maintain			
Operate			

Exercise: Matrix as Work Design Framework.

Think of an endeavor or pursuit of person(s) that you are doing for customers or consumers life enhancement? Which buyer nodes can it affect? Remind self of their Essence and Your own.

1. What level of work is it currently being considered? How move it up 1-3 levels of work
2. What would be the new level of managing processes at each level? How reconsider site being managed? What limits us now going to next level that we must reduce the limitations on us? What newly aspire to?
3. How can each new level of work affect cash flow/revenue, margin management and investable earning for evolution?
4. What development would be possible for individuals, teams, organization as a whole?
5. What seems possible from thinking of Work evolution this way? How grow the business?

Developmental Value-Adding Process



Between Sessions

Read Indirect Work together and discuss for meaning. Maybe start a book club and use a Workbook Carol created for you.

Next Meeting: Session thirteen

August 5, 2022

9 AM – 12:00 PM

Pacific Time