

Regenerative Management and Work Design— Spirit and Willfulness

SESSION 11 — 4.29.22

AIM for Today

Working with People Developmental rather than jobs and
job descriptions.

Exercise: Our ableness to create

1. In our company, what product or offering development do we feel like we “**showed our metal**” and **created something that was appreciated and appreciating value for the market**?
2. What **elevated spirit and willfulness** to take on this value-creation and stick with it.
3. What are your beliefs about what raises and sustains spirit and willfulness in the face of challenges?
4. How did people take on roles outside their job description? How did that make it possible for this to happen?
5. What created a higher-order thinking and organic organizing work?
6. What is the effect of this reflection on your team? Who would benefit from this nature of reflection?

Understanding of Spirt and Will

Think about the opening event that called on and created spirt. Test these premises against that experience

1. *Wisdom One: Being “spirited” is a natural state of being for human beings.*
2. *Wisdom Two: There is an in-built natural power in each of us that enables returning to this natural state.*
3. *Wisdom Three: Spirit is affected by relationships between ourselves and the context or worlds of our lives*
4. *Wisdom Four: Spirit is dependent on alignment between our personal thoughts and actions.*
5. What are the implications for our business of these premises? How could our workforce be engaged with this consideration?

Create a Developmental Org

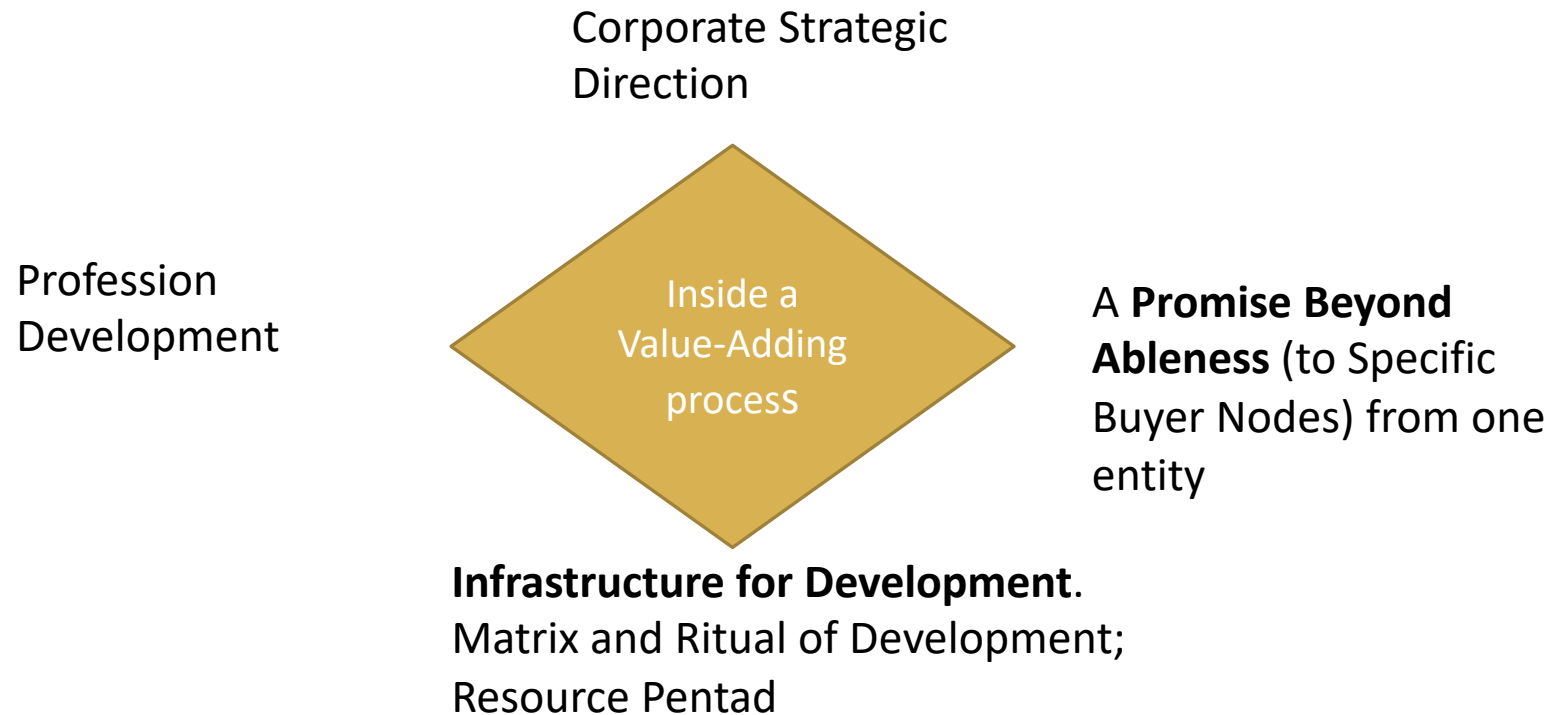
READ Handout on Being and Becoming

- Reflect on how reading this document effected you immediately? What your aspired to?

Examine your work design and your engagements. Reflect on...

1. Where are we restrained from having this way of doing businesses?
2. What difference would it make to people to work this way?
3. How might we take on this way of working in in current activities?
4. You and on how this reflection effected you as a leadership team. How can we choose this!?

Developmental Value-Adding Process



Handout:

Read the handout and focus on the questions and ideas on developing new product offering for users. and using it to learn to operate a business to be developmental.

Select the buyer node most interested in innovation and growing their own life/business; What is their primary aspiration to differentiate themselves? To take themselves to the next level? What does this suggest in the arena of offerings that would bring new potential for them?

What are the new professions needed to be to even explore making a promise to do this?

What might this process in a conversation spark for our great co-creators.

What might this ways of structuring and running a business make possible for the company?

What beliefs or attachments would we have to let go of?

What would be a way to introduce this? Design an engagement with your org to open the conversation and find what people already aspire to pursuing as a profession.

Between Sessions

1. Developing people across the organization- Introduce professions and your own experience with development.

2. Managers play with moving into Developmental Resource Role to support current org. Work with a resource to continue the work on Managing by Premises and Principles with the Pentad. Select things to apply

3. Present today's ideas in ways that can be experienced.

Begin with one product you think has the best chance of being a higher return buyer

Work as a market field team to learn about the value needed, what they would benefit from being better at?

How can you be the developer of that ableness?

Between Sessions

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

Next Meeting: Session Ten

JUNE 10, 2022

9 AM – 12:00 PM

Pacific Time