

Regenerative Management and Work Design

Building a Developmental Organization

FROM OVERSIGHT TO RESOURCE ROLES

Premises of Regeneration

No One Grows by Supervision. Oversight Limits and slows
Essence Expression and Working of All Social Systems

Everyone Evolves by Capability Building. Ritual

Development inside Valuing Adding Process evolves rapidly
the working of Life and all Living Systems.

Premises:

1. Building Organizations where each member **can initiate work that will improve lives** in service of specific stakeholder's aspirations, but always in line with the organization's Strategic Corporate Direction, is the most financially, socially, and personally effective path.
2. Leadership is a process of developing spirit and Will into work from a **nested perspective and orientation** in one organization or industry, and can emerge from any one.
3. Humans have the innate, but undeveloped, capacity to be self-directing, self-managing, and self-correcting in the context of an organization where on-going recurring **development is the primary managing process** (rather than command hierarchies or behavioral management tools) by growing natural work teams in carrying out the day-to-day and meta directing work of manifesting the strategy.
4. Core, Market/Field and Task teams provide non-hierarchical translation of Strategic Direction with Resource Roles focusing on capability to carry out work, happens through recurring developmental events for teams and individual contributor promises. Where a supervisor would give feedback, directions and send to training, a resource, instead, sees missing team or individual capability and offers events to work with frameworks, opportunity for reflection, and thinking ableness as a resource with Socratic process for self-discovery and self-development of needed capability. They also serve in roles as specialty, expert and experiences roles, primarily with teams and self-discovery events. They may help individuals find outside pathways for professional certification or knowledge in some individuals and industries. Instead of coaching and membering, they developing teams in **value-adding teams and promise** they take on.

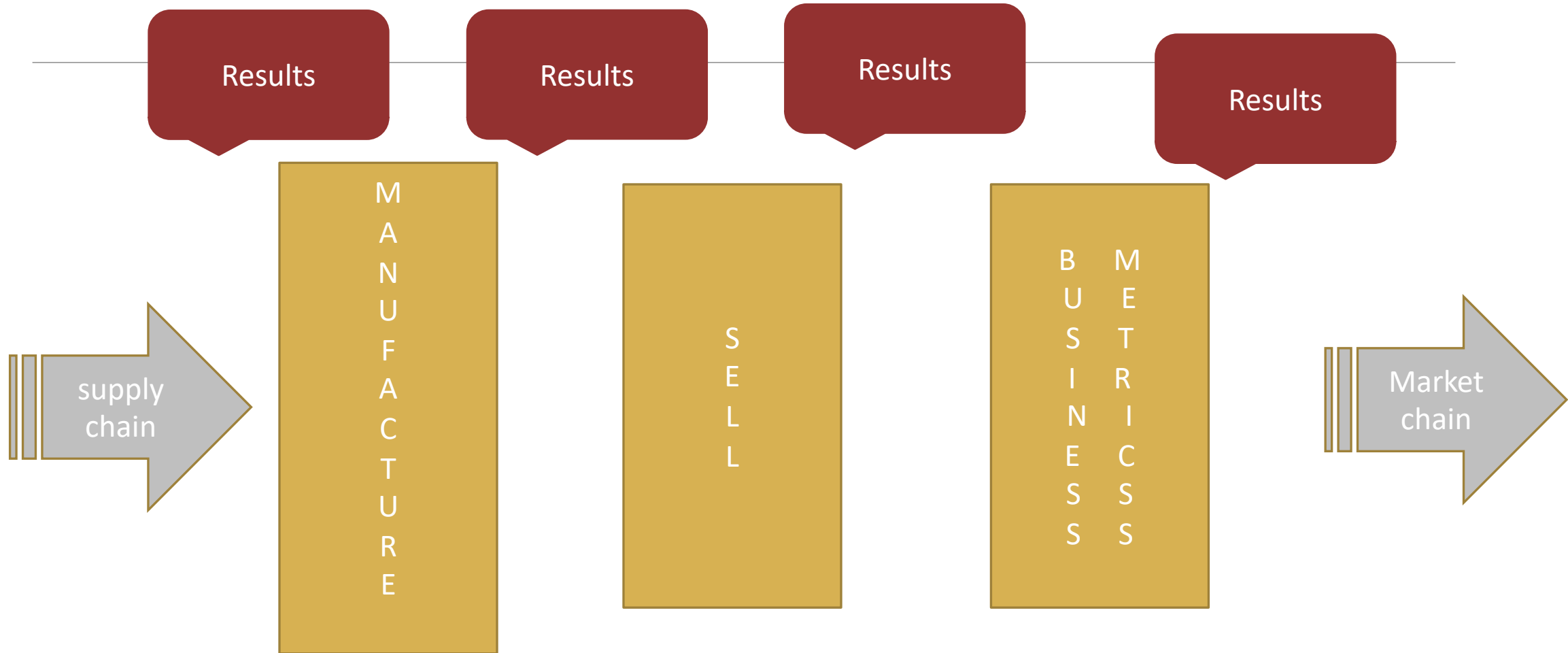
AIM for Today—Evolve Managing Process

The New managing process move from external management of people to Socratic Resources Roles. The work is in the hands of the individual or team , from ideation, manifestation and evaluation, without oversight, overriding, or overcommanding. The Resource is responsible for **developing ableness** to self-managing thinking, decision-making. and development. Re-sources return people to themselves as the source of effectiveness.

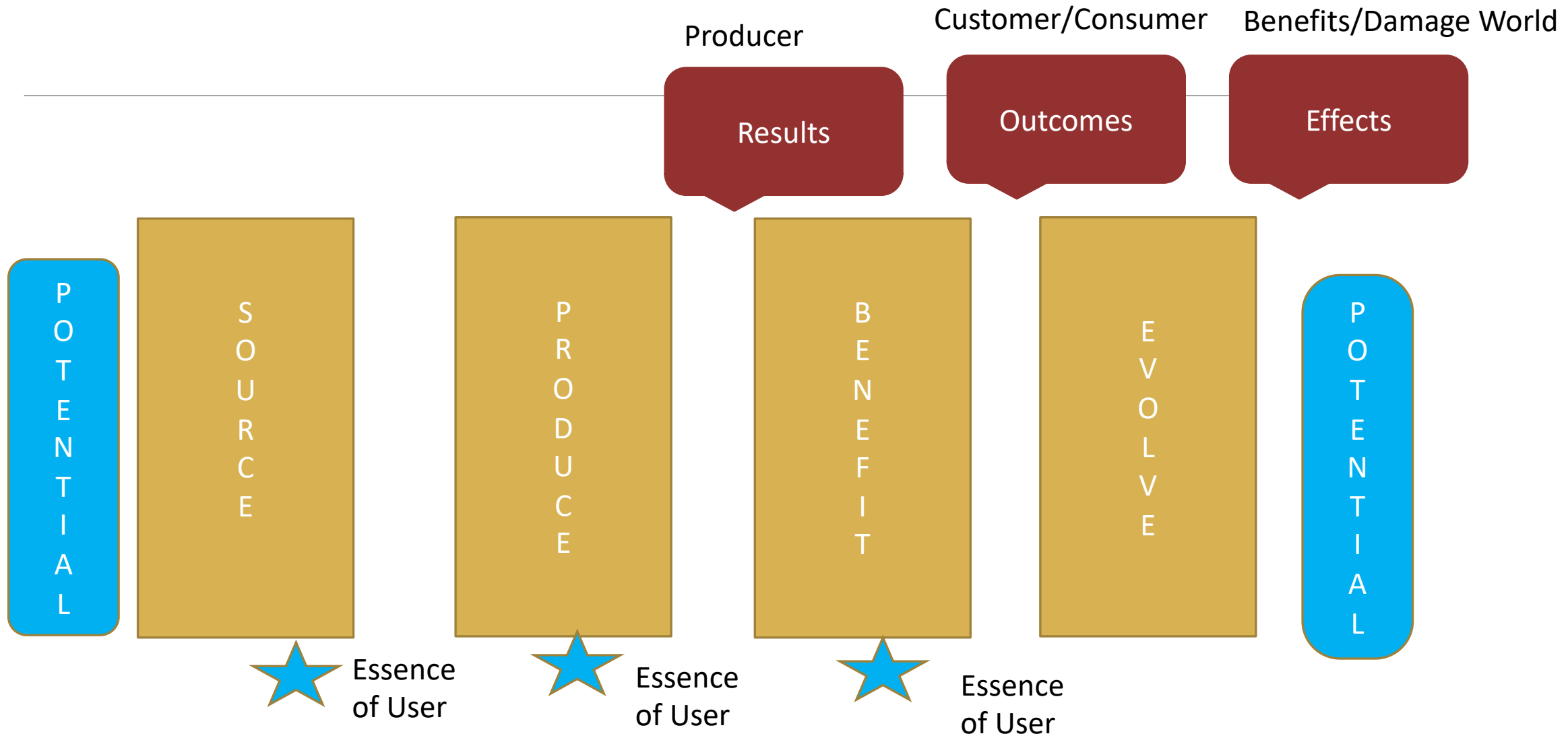
Developing Resourcing Infrastructure

1. Phase One.— Develop thinking regarding primary restraints (where recurring shortfalls arise) in a value-adding process and those in a Managing process pentad. Purpose is to have a shared understanding of the working of the VAP and the roles needed to support them

EXISTENCE: Transactional Performance



Value-Adding Process Performance



Phase I— Understand the Working of a VAP, overtime, deeper and deeper!

Select your most profitable customer, consumer or channel. Start with one.

What is their Essence- Core Process that distinguishes how they work in their life or business?

Why are we their **best fit** when we are on, at our most conscious! Essence to Essence!

What Primary Restraints do you see to be able to achieve the essence aspirations they count on us for?

Now, instead of thinking what action to take, or how direct/delegate action of Others, ask **how does the team need to improve capability to think, to come up with their own action? What is the capability gap? AIM-develop thinking and being capability!**

What are the **Core Resourcing Roles** to make a rapid movement on the key restraints? Capability and Understanding?

How **can you** design an event/a set of events to **build their capability to understand the VAP?**

How would you measure your effectiveness if the aim is to improve, steadily their capability to work from and value-adding process and for the value-adding process to be understood ubiquitously?



Upper/ Limits for
People and space

Mastery/Ableness