

# Regenerative Management and Work Design

## Building a Developmental Organization

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SESSION 8 — 12.17.21

# Exercise: Reflective Opening

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1. Select a successfully embraced organization-wide change effort that you led or were part of in another organization or Institution. E.g., sustainability, six sigma, Supply-Chain redesign.

Each with own example, for separate events

1. What were the outcomes that you used to define it as successful?
2. What was required in terms of building Will across the organization? How did it become owned by each person and what sourced that? How regenerate that Will in the ups and downs
3. How did people change what they identified with and how they defined themselves? What were the images they held of the role they played in their work and change effort and how that evolved?
4. What changed in their *languageing* of their work, how they thought together from before to after and how they evaluated whether and when to take action?
5. How do these three windows improve connection to a whole? What happen when we only attend to one and drop out the other two. How does that look
6. What are the key ideas of how a deep change happens? Write these down for reflection and evolving.

# AIM for Today

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Launch the initiatives to create a developmental organization by engage in developmental education rituals led by core team members

# Capability Subjects to introduce & How

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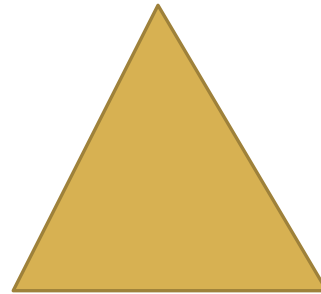
1. What subjects have you been introduced to over the last 3 years. Levels of Energy, Paradigms, modes of behavior, Pull them all out and agree on what would really benefit your organization, most, at this moment. Pick the first set to introduce. Download all the slides and handouts.
2. What teams need to be together as learning/applying because they work together, Daily? How to structure events
3. Select who will be the persons who managing the overall session and flow for each week/bi-week, of the next 2-3 months. Rotate one off and one new person for 2-3 months. Core team meet month or more to reflect on how the plan is working and referencing the Developmental Premise
4. The point persons works with the Core Team to be working with what you are about to offer to the rest of the organization, so you have your own experience. Apply to things that matter and move something to a new way of thinking about that subject. Go Deep. Including what difference does the work you doing make to democracy, social constructs and understanding of living systems. Keep designing reflection on capability building, much much less on outcomes.

# Whole Beings can engage in Value-

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What happens if we work on one and drop out the other? How does that look?

**Will Work:** Connect to specific greater whole outcomes and increasing motivation to contribute



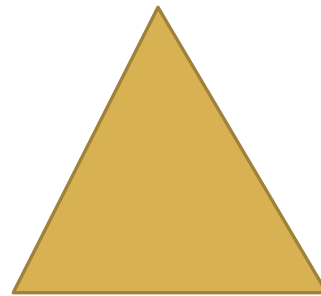
**Function Work:** Ableness in Doing, thinking, behavior

**Being Work:** ableness in managing **one's** state of being, reactions and connect to imaging how something is at work

# Developmental Premises

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**Will Work:** Connect to personal caring to specific greater whole outcomes through daily work reimagined



**Function Work:** Timed Events for emersion in Reg Business Development Material Applied, (bi-weekly initially for 2 hours); Question Social Constructs.

**Being Work:** Reflection to disrupt personal identification, attachment, fabrications and open non-fragmented way of conceiving and working

# Three paths or combinations- Dev Org.

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1. Contract with a Regenerative Alliance members, as an external resource; they design and play the point person-3- 5% of time. Steward the overall implementation.
2. Have the Core Team share the leadership of the developmental processes over the years. Draw on exercises in TRBDC and Summits and work one of our resources. 5-8 %
3. **Internal Resource** (1-2) are members in Change Agent Community and support the Core Team leading developmental sessions. 10% of time on core team. Co-create with external Resource.

# Qualitative Characteristics and Foundations- Why?

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Assess what you have been doing so far to integrate Developmental, whole being, thinking? What is left out? How do we.... and what is the effect?

- Work from wholes, not fragments or fragmenting
- Work from Essence of all beings, not categorizing and typing
- Work from Potential not generic Ideals or reductionist problems
- Awaken Understanding of Will, Being and Function beyond knowledge transmission
- Work from within the working of a Value Adding process and not social constructs

.....other premises you formed in opening exercise?

Reflect on the flow of our sessions here. How do they work on each of these?



# Ritual Event Flow- Each event & through time- Reflect on

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Reflected experience on the **Subject** you are about to introduce, from their **own live, reflected experience**

Offer premises formed from conscious energy levels that disrupt certainty, accompanied by framework and let people test with a great learning experience.

Exercise to test the premise which recent organizational or team's work.

Reflections on work Premises and/or experience

Provide an additional premises or evolution of premises

Exercise to build on a place really needed and design that with the premises, framework and personal state of being design. One that plan implement after event to upgrade results outcome and effects.

Reflect on personal shifts, learning and where else apply this way of working on thinking.

Plan to follow up on how plan worked and how to upgrade after the reflection.

# Design your Development Paradigm Internalizing Initiative

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1. Use the guidelines in the previous conversation and prepare to launch an intentional initiative that takes the Qualitative Characteristics and design flow guidelines into account.
2. Lay out the flow of events, subjects of the first 2 months, and who will guide them
3. How will you grow your self through reflection and paradigm shifting. E.g., design developmental sessions for yourself?
4. Why does this matter for your business, each human in it, each customer, democracy, society, planetary process?
5. Write a purpose for this initiative that focuses the org, instructs the initiative and lifts up spirit. Be very specific on what and why and not broad and general. It is guiding a specific initiative to have systemic effect. Specific to what this really matters?

# FIELD TEAMS: Start watch & reflect

Based on its assessment of each arena:

The **capabilities** and effort required by the strategic direction, for the organization as a whole

The changing internal and external **business environments**, as they effect operations and financial effectiveness

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**Practices, and processes**, plus their associate systems and structures that are toxic to human capacity to evolve.

The Core Team charters teams, for particular strategic fields of endeavor, that have extended terms of services, reviewed and renewed bi-annually or annually. The core team charters field teams, for stakeholder collaborations and co-creating based on need of

- knowledge of the field and what they need to create for it,
- What the range and scope of the work is to do that
- The objective specific and method specific goals, based on value that they will generate, and are powerfully motivated to do so.

**Initial Field Team:** Market Field Teams for each Buyer Node: All members of the organization are developmentally connected to the Customer/Consumer/Distributor Buyer Node for developing Knowledge evolving— aspiration, endeavors, resource support, working of their Value-adding process

One or more members of a Core Team sits on or serves as a resource to the field team and serve as an integrating liaison between the two. Other field team members are drawn from within the business as needed to fulfill the charter. People in current managing roles are resources the the teams (usual several of market teams)

These teams serve as Direction navigating for ventures with customers, markets or supplier. They may also be venture capital teams for allocating organizational resources for Team or individual promises

Organizing Framework: pentad (market/customers/consumers, site, operations/VAP, personnel, investors) and enneagram

# Core Team

Management of the boundaries between internal and external harmony for pursuit of strategic direction around continuous evolution of business processes, systems and structures. It is set up to serve the evolution of the business as a whole, Characteristics include:

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- a core team works from a wholistic imaging of the direction a business in seeking to realize what is a benefit for itself and its stakeholders;
- it guides and integrates work on the change processes in all facets of the business that affect the realization of that direction,
- it continually evolves the overall aim to encompass increasingly more significant opportunities that arise from its successes
- it works to ensure the ongoing integration of the different aspects such that the potential is optimized, and each aspect is an essential contributor to the success of the whole.
- it is continually scanning the progress being made internally, assessing how that fits with the changing requirements of the environment in which it operates, and making strategic judgments about the nature of improvements required to achieve the vision and match the goals of the business.

Next Meeting: Session Nine (Supervisors)

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February 11, 2022

9 AM – 12:00 PM

Pacific Time

2022 Dates on Webpage