

Premises Regarding Management and Work Design

- Develop each individual in correspondence with their specific essence and toward the full potential of their capacity. This requires redesign of management of people and work.
- Eliminate boundaries relating to the exclusivity of work so that all work starts from a plan of how it can be done with the optimum system effect and effectiveness and resulting efficacy. Replacement of job titles and task description and traditional supervision as new capability is built.
- Achieve ongoing personal development by enabling people to fulfill self-initiated roles and professions involving increasing responsibilities and enlarged accountabilities driving the business and stakeholder strategy at a faster, deeper more effective pace.
- Achieve professional development by enabling people to develop and perform work within a field of endeavor, aligned with business strategic Corporate Direction, requiring increasing depths of understanding of regenerative paradigm process and increasing depths of ableness and understanding of markets and stakeholder aspiration.
- Achieve wholeness for each person, buyer node and specific stakeholder in a field, by maintaining integration of the 'ideation, implementation and evaluation' of one's work (versus fragmenting it across functions or organizational levels rather than contribution driven that fostering self-efficacy in professional work. Replace core competencies with essence expressed promises that are driven by regenerative understanding of earnings, margins and cashflow.
- Design pay and progression linked to systemic change for all stakeholders in a system (buyers/users, employee initiated contribution, each specific Earth systems, local and place sourced communities and all types of investors.)

- Design teams to match work to be done for self-directed product delivery, market differentiation led by buyer node teams, with stewardship for enduring earnings that are individually tracked and reported based on understanding of Nested wholes rather than hierarchies of power. Evolutionary valued margins, and reliable cash flow in up and down markets.
- Design work infrastructure and systems such that people are continuously offering compelling promises beyond their current ableness, that provide development of self and organization, to deliver what is needed by buyers and users; that also advance global imperatives and essence expression. Build individual self-initiated, self-directed developmental plans to deliver reliably on promises.
- Eliminate work structures (e.g. delegation hiring, management of work teams), systems (e.g. personnel, operating, planning) and processes (discipline, rewarding, managing inputs & outputs) that undermine and divert away from these premises and undermine democracy. Unfortunately these are the norm in the majority of organization that are mission, purpose, and vision driven organizations, but the harm is invisible to them. This is in spite of paying a lot of attention to supply systems, waste management systems and fair trade.