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# Development Organization

## Regenerative Management and Work Design Cohort 2

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SESSION 2 — 3.15.24

# Reminder: Proprietary Materials - Handout

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Reason: The epistemology, cosmology, and ontology are core to using the materials and processes or they mechanically revert to habit or mind, being and doing. A Field is required for the technology to work.

# Opening Reflections: Designing a Developmental Organization

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1. Think of a domain (sports, career, chess ranking, music) where you evolved your role significantly over time. e.g. from entry level to designated leader, coach, performer. Maybe you advanced the field and a team with you.
2. What were the **identifiable transition points** that denoted your rise in *capability, contribution, consciousness* of the stakes, possibilities, and potential for you and others you engaged along the way.
3. What was the culture and context for the transition points and for your evolution
4. What had to develop in you for each transitions? How did that happen?
5. Reflection: What does it take to have a developmental life? Cultural? Infrastructure?

# Mindset for Culture Change

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Thinks of evolving your family Culture: parenting, partnering, and *familying*, contributing to one another.

**Overall Aim:** Simultaneous Actualizing and Potentializing— Everyone develops intrinsically, critical thinking, character as are engaged in in all challenges and opportunities, through Life. Value-adding Process Mind

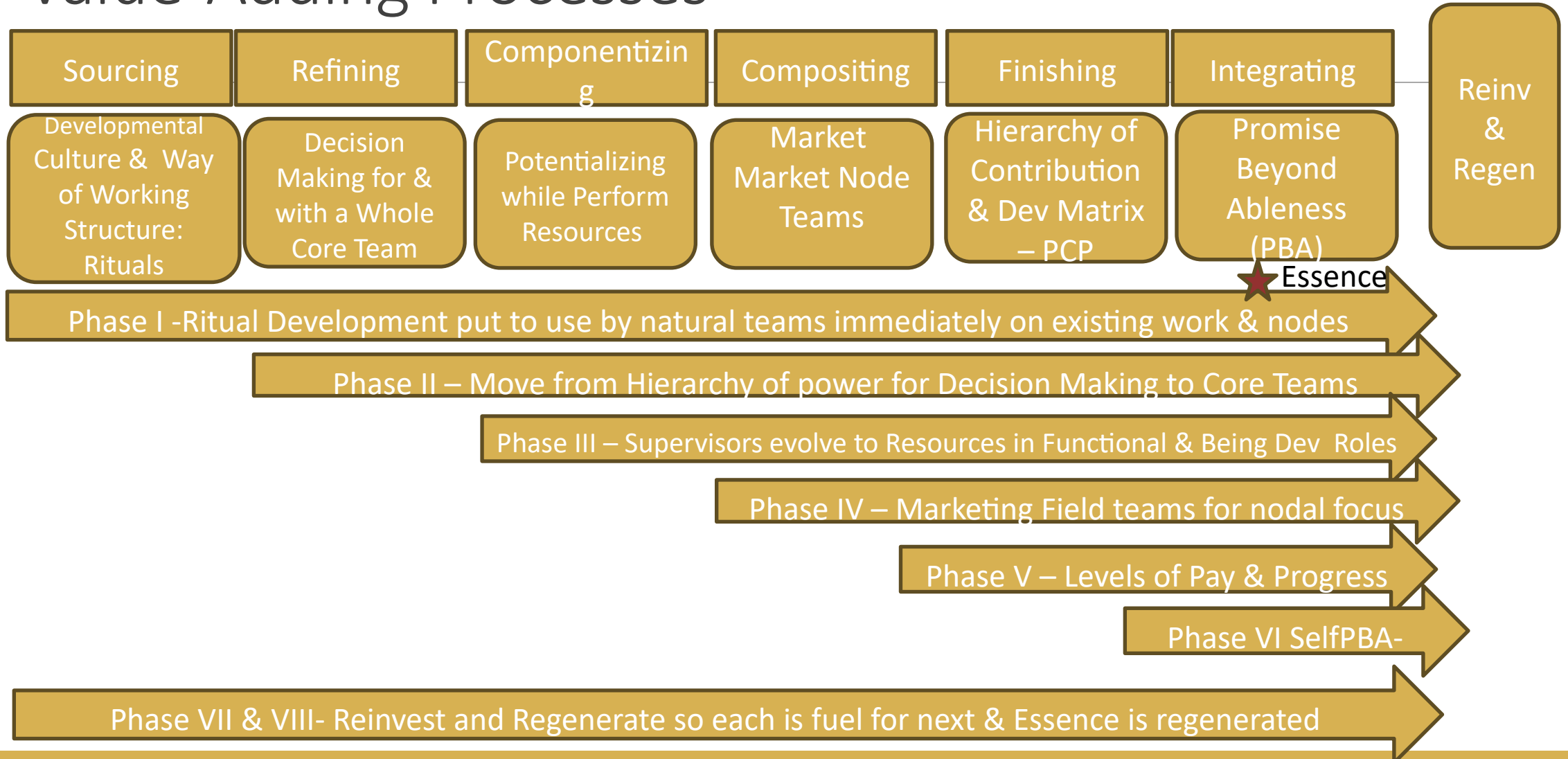
Path One: Lemonade Stand / Cold Storage **Training, Pattern Following. Knowledge added to way we currently work.**

- Option One-Learn & Practice; Change when have time: You collect knowledge intellectually by reading about it, talk about it with others; try to set aside time to practice some of the ideas. You never do because it takes extra time and you have to do *the real tasks* because no time otherwise to do the functional work. You plan to take good notes you can refer to, participate in the learning so can recall later. Your intentions are high. Not much inner work because not Live.

Path Two: Pattern Generating—LIVE—Real Life **Developmental** Change “As we simultaneously Execute and Realize” outcomes

- Aim Two—***simultaneous* observe and develop BEING and DOING life. We change HOW we do work (inner and outer), NO practice at separate time.** In the moment on every task (Divided Selves) and decision you **do THE Real Work differently BEING the new culture.** Inner & Outer In the fray of doing what must be done, we change. Work as natural working team on same daily tasks, but with Use WILL to guide a new process. Implement immediately including phases. Change who you are and how you see the work to be done.
- **Reflection is only added time** but tends to elevate the quality of results, outcomes, and effects. And rate of change to new way is accelerated. 90 % of culture change is intrinsic shifts and mindfulness, not intellectual knowledge about doing.
- Exercise: What are the differences in methods and means, you employee and the differences you attain in results and outcomes.? How do you need to organize to engage?

# 8 Phases of Regenerative Work/Mgmt. for Value-Adding Processes



# Culture is Defined by the Way of working

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**Newtonian: Knowledge of** Fixed Things and Parts: Reductionism, Fragmentation, and Categorize to KNOW something. Key- is dissected and made generic

- demographics, subjects in school, elements-water/air/food shed

Versus

**Quantum: Understanding** Living Wholes .Working of a Systems - Whole Child, buyer node, Lifeshed, Key — the whole is itself always but transitions through different states and ablenesses specific to each being

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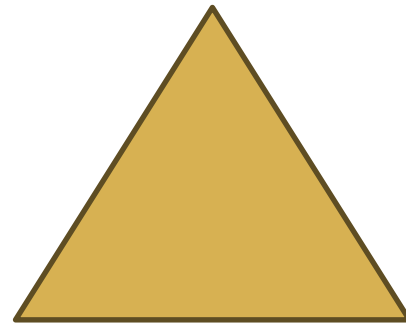
We don't understand a whole, so we divide and create problems, which, when solve, create more problems.

*Thought creates divisions out of itself and then says  
that they are there naturally. David Bohm, Quantum Physicist, Einstein's colleague*

# Developmental Culture - Science of Wholes

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Levels of Work &  
Ways of Working in a  
Value-adding  
Process



A Dimensionalized World—  
Frameworks for Ordering &  
Organizing (VAP Structuring)  
(complexity & diversity)

**World of Energies  
at work**

# Levels of Quality of Mental (or Spirit) Energy

Conscious	Each entity and person has a "way of being in the world" and identity of their own is consistent with their essence. Expressed into VAP	Existence is a stratified phenomenon and persons and organizations seek higher strata, higher contribution, or higher orders of existence.
Sensitive	Expectation that people, their origins, and their gender are paid attention to. Awareness and caring for one another	Members are carefully schooled in the guidelines expected. People are valued and considered in working together
Automatic	everything is in place and things should automatically be done.	focused on variances and their correction. the behavior of people, in the value adding process or in the product offering
Vital	speaks to its loss of previous vitality, energy of people gets diverted from normal tasks and focused on whether or not they or whom will be considered vital to the organization	behavior of people becomes more assertive and often divisive



# Science of Wholes - Life as energies

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Handout read #1 - Any whole transitioning and transforming to higher order potential.

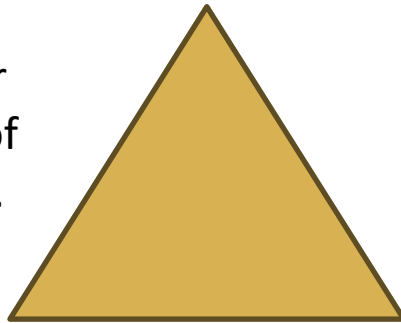
1. Select a **recurring activity** or subject you want to put higher quality mental energies for a higher quality outcomes. And **worth thinking in a Whole way.**
2. For each level, what is familiar and limiting and what is expanding. Begin with automatic and be very specific at **each level that is the best you can conceive of**
3. Then go to the next level and remind yourself what that level brings that the previous one did not. **And work to create a new level of potential.** What is restraining and reconciling at this level. Continuum up until you feel you have something so much deeper, wider, broader or more meaningful than where you started.
4. Reflect if everyone could do the way of thinking, naturally and quickly, up the levels of energy. Became **normalized in the culture.** At each level, **what is familiar and gets us stuck.** What capabilities need to be developed? How did your **personal mental energy move up as exercise did?**
5. How does each next up level encompass and reconcile the level below. How does each level raise the potential return?
6. What if everyone could notice, manage and move up levels of energy in engagements. Ritual way of thinking? How is it different from way routinely take on this subject? Projects? Science of Whole vs. Parts

**Assignment: Do this exercise with at least three endeavors. Which Levels of energy in, the Normalize reflection as group.** And the same personally. Reflecting on the difference in value and effectiveness, with NOT reflecting.

# Evolving a Culture (Developmental Intention & Right Action)

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Rituals: recurring series for development as foreground for **natural teams** improve levels of work (closely spaced) **ON REAL WORK (no PRACTICE)**



Design **most daily** Events, team activities, with **Developmental Design Framework (not someday when have time)**

**Embed reflection** for overt intention & experience of development- change something each time (evolution framework)

# Breakout: for back at work or home

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## **Exercise: Read handout Science of Energies:**

Think about an event, that mattered, in which you later on, or in the moment, observed yourself moving from one state to another. Angry to sad or to caring and even creative. You caught yourself, e.g. at home with family and particularly children . You and spouse have a difference of opinion and raise your voices. You suddenly notice the kids are watching and reacting. You use your capacity to shift your state, maybe not only in your, but for you and spouse.

What does it take to create that shift. Internally and between you and others?

What is the effect on all other parties and yourself. What is the shift in values, work of parties there, and outcomes from the original trajectory.

How does this play out at work? Do you have a simiar examples at work? Groups at work playing out this scene. Does it differ?

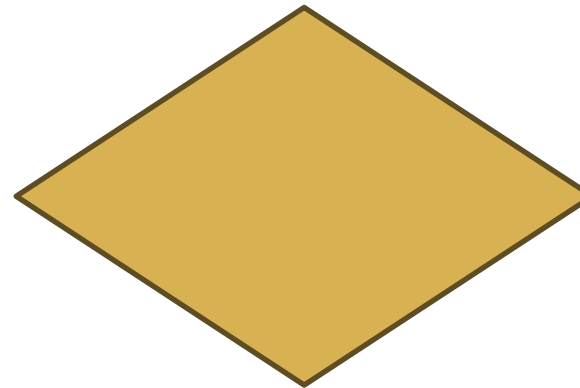
# Developmental Culture & Way of Working

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Overall: Self  
Determining  
Epistemology w/ 3  
capacities at work

Dev decision-making events  
3X week; Multi-levels/cross-  
function

Self to Self vs  
Role to Role (Titles) Quality of  
Thinking & engagement is focus



Hierarchies of Contribution in a  
Value-Adding Processes

Use of LS Frameworks & Semantic  
Languaging evoking Wholes at work

# Design to embed

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1. Do the three or four exercises on Real Work! in natural work teams! over the next 6 weeks to **Live** into the Development Cultures.

Consider the work that teams done during sessions, as preparing to be implemented as reflections says it is so. Rapidly is key. no delay.

Reflect on how this is evolving your culture to work on REAL work, applying and new way of working (Science of Wholes with Levels of Energies.)

How does it effect the groups and individuals.

Do last months exercise. Real Work! Natural WORK team, not Learning groups.

Save the Date:  
March 26, 2024 (9-1 pm PT)

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*A Regenerative View of  
Diversity, Equity, and Inclusion*  
**Embedded in Structures, Systems, Processes**

*The Regenerative Business Summit for 2024*

Next Meeting: Session Three

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April 26, 2024

9 AM – 12:00 PM

Pacific Time