

# A Value-Adding Organization

Keeping Focus on the Right Things

CAD Business Development

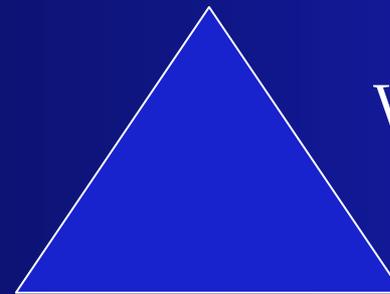
*May 14. 2024*

# Regenerative Foundation

Aim: Applying our Technology to Life

Exercise: Select an entity with which you want to be regenerative in life or work.

Potential of  
Essence  
Realization and  
Expression



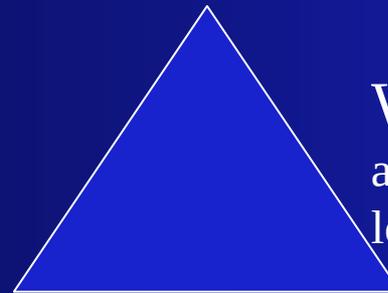
Whole in a VAP

Essence of process,  
place, process

# Regenerative Foundation

## Criteria for using the technology

Potential of  
Essence  
Realization and  
Expression



Whole in a VAP-  
avoid fragments, issues,  
lower paradigms

Essence – standardized,  
generic, categorizing

# Five Levels of Value Processes



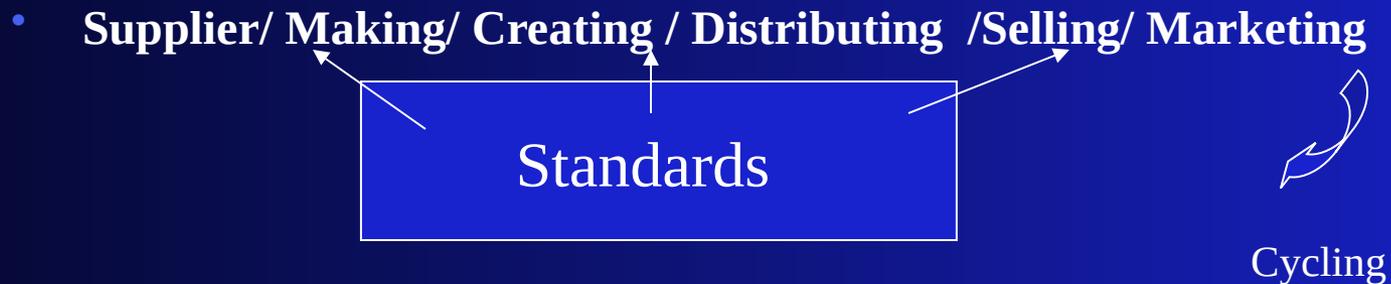
# Value ADDED View— Functional View of Work

- **Supplier/ Making/ Creating / Distributing /Selling/ Marketing**



- **Closed System**
  - Increase efficiency in each group or function/subgroup
  - Objective: Stabilize the operation
  - Programs: Supply Chain, (lean) Manufacturing Excellence, Channel, Niche Markets

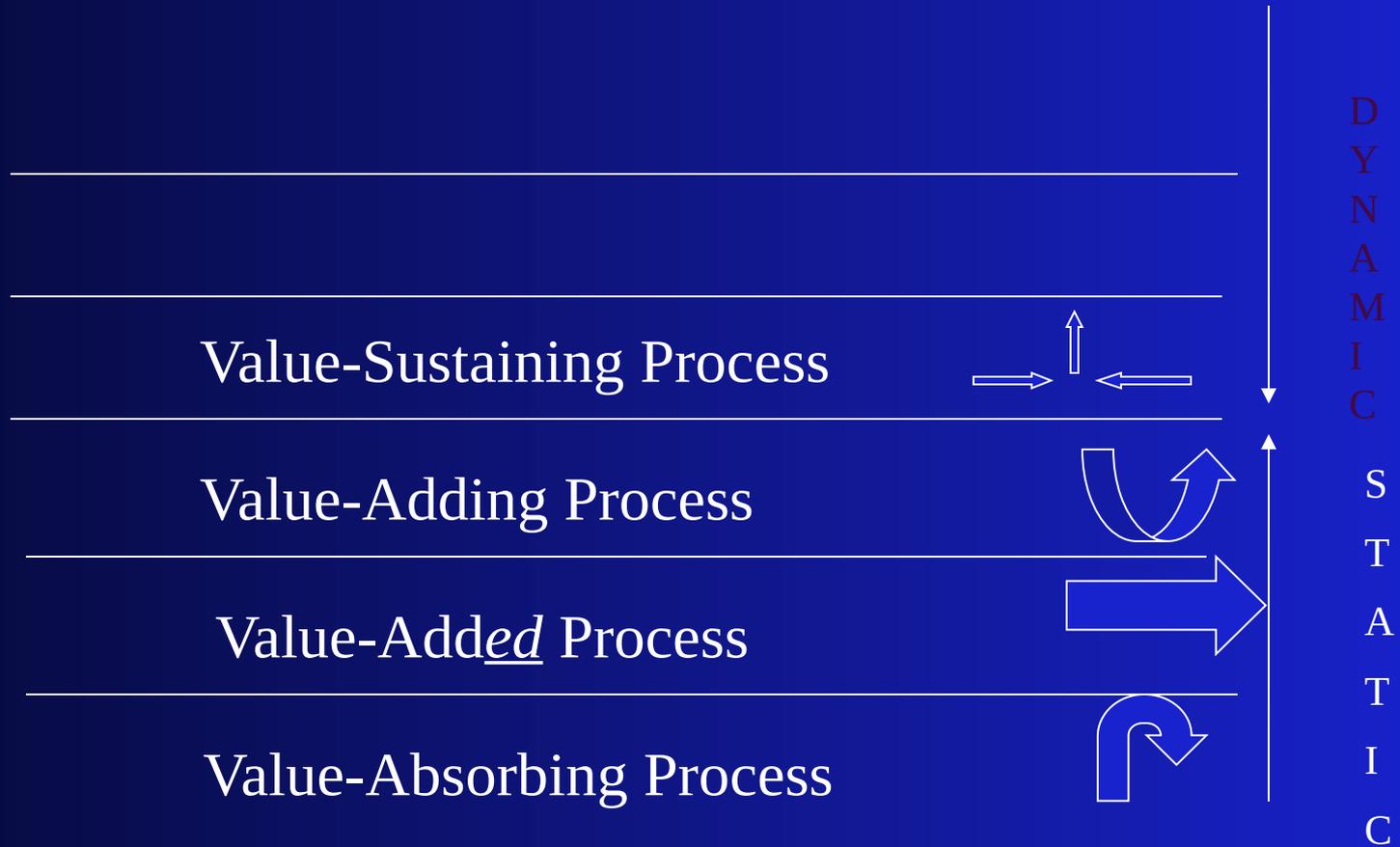
# Value ADDED View— Functional View of Work



## Cybernetic System

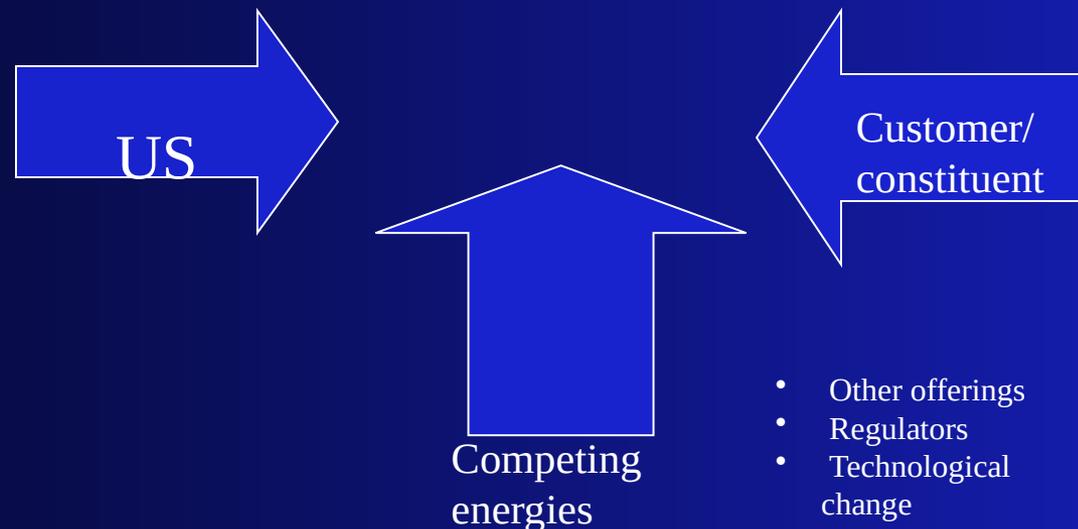
- Adapt to Customer Feedback and translate to standards by function
- Creates a tendency toward reactivity
- Objective: to operate to customer specifications, efficiently

# Five Levels of Value Processes



# Level 3: Value-Sustaining View

- Value-Sustaining Requires a Shift To a Systems and Process View of the Working of a Business or Organization



- Adapt to threats and opportunities presented from external energies
- Objective: Protect Relative Competitive Position (funding, customer/  
constituent base)

# Five Levels of Value Processes

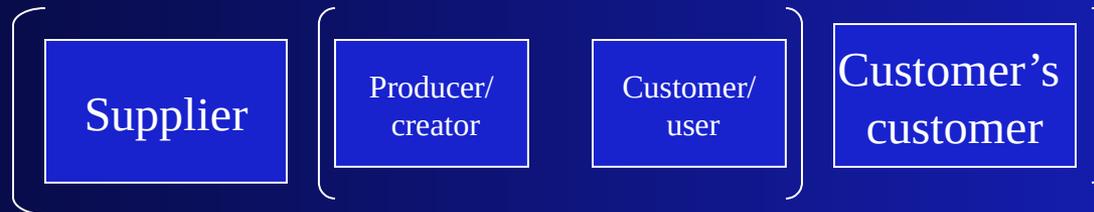


# Level Four: Value-Improving or Developing

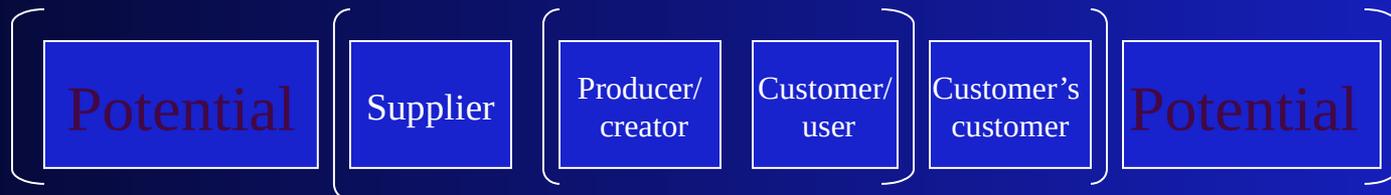
## Performance Focus



## Improvement focus



## Development Focus

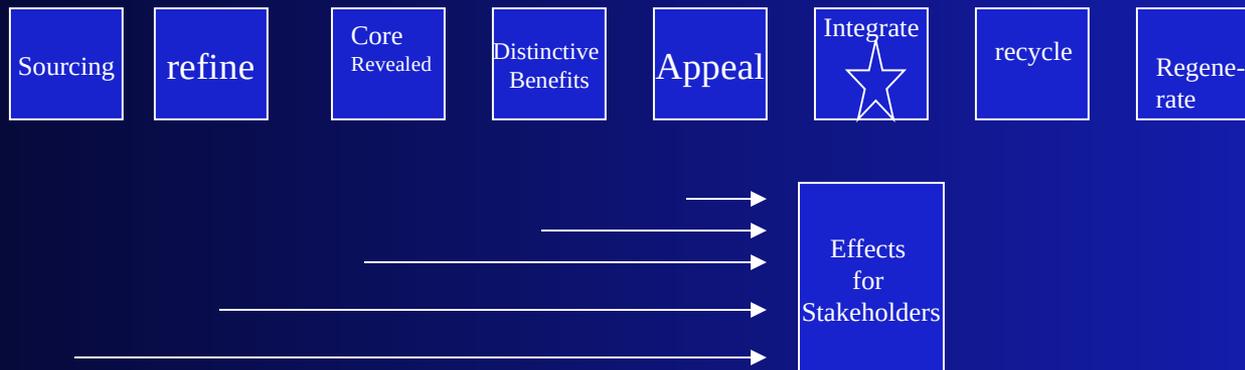


# Level Four: Value-Improving/Developing

## Focus

People connect with the **EFFECT** produced in the Stakeholder's Use of The Offering

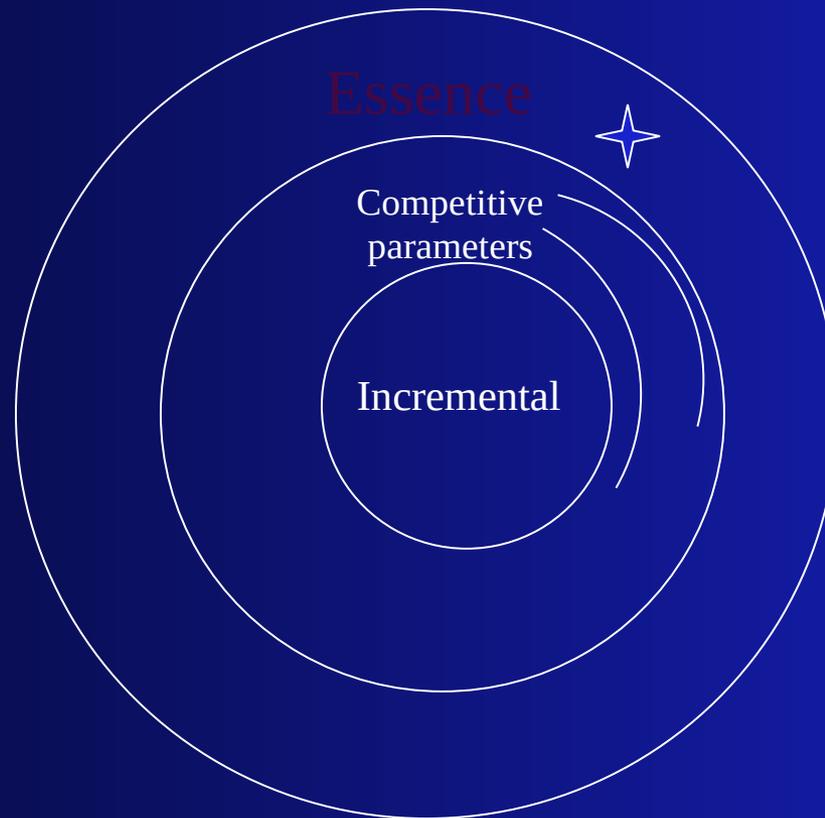
### Value-Adding Flow



# Five Levels of Value Processes



# Level Five: Value-Generating Process



# Level Five: Working From Regenerative Thinking

- What it takes to have an organization work this way:
  1. Value for/Commitment to the Core Processes of Change
    - Harvard Study: 1955–1968
      - Intensity: 10% of waking hours on new ideas/practices
      - Frequency: weekly at the minimum
      - Duration: 4-7 years, sometimes only 2 years with next two practices included
      - Mentor/Resource— one who has been along the path before you with three centered approach—body, heart, mind
      - Critical mass— 10% of people deeply involved and engaging others.

# Level Five: Working From Regenerative Thinking

- What it takes to have an organization work this way—  
cont.

## 2. Personal Development: Pursuit of Human Excellence

Go beyond automatic thinking and fixed view of the world

- Internal Locus of Control
  - Validate ideas with personal life experience
  - Work Self to Self with Wisdom People and communities
  - Move up Worlds of Possibilities over your life.
- (see more on Video/DVD by Carol Sanford—***Develop People To Leverage Your Organization's Uniqueness at Kritis.com***)

# Level Five: Working From Regenerative Thinking

- What it takes to have an organization work this way—  
cont.

## 3. Living Systems Thinking Capability

- Whole Systems Frameworks
- Redesign Structures, Systems, and Processes in the Org.

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