

The Power of Spirit & The InterActive Organization



Rheinisches Forum
7. September 2007

OPENING SPACE for



And



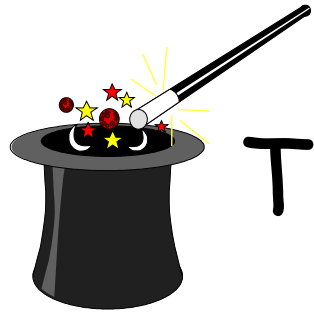
CREATIVITY

CHAOS??? Yikes!!

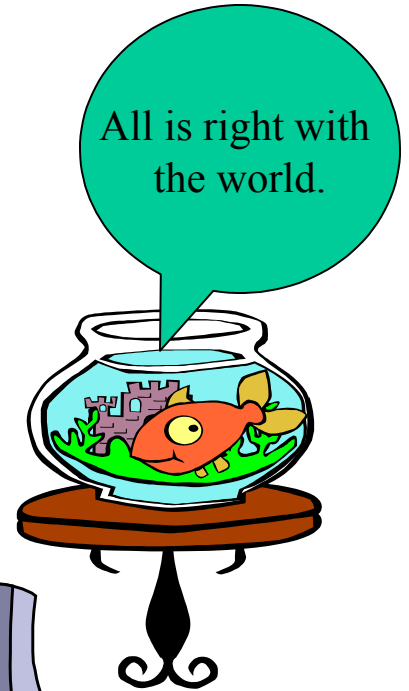
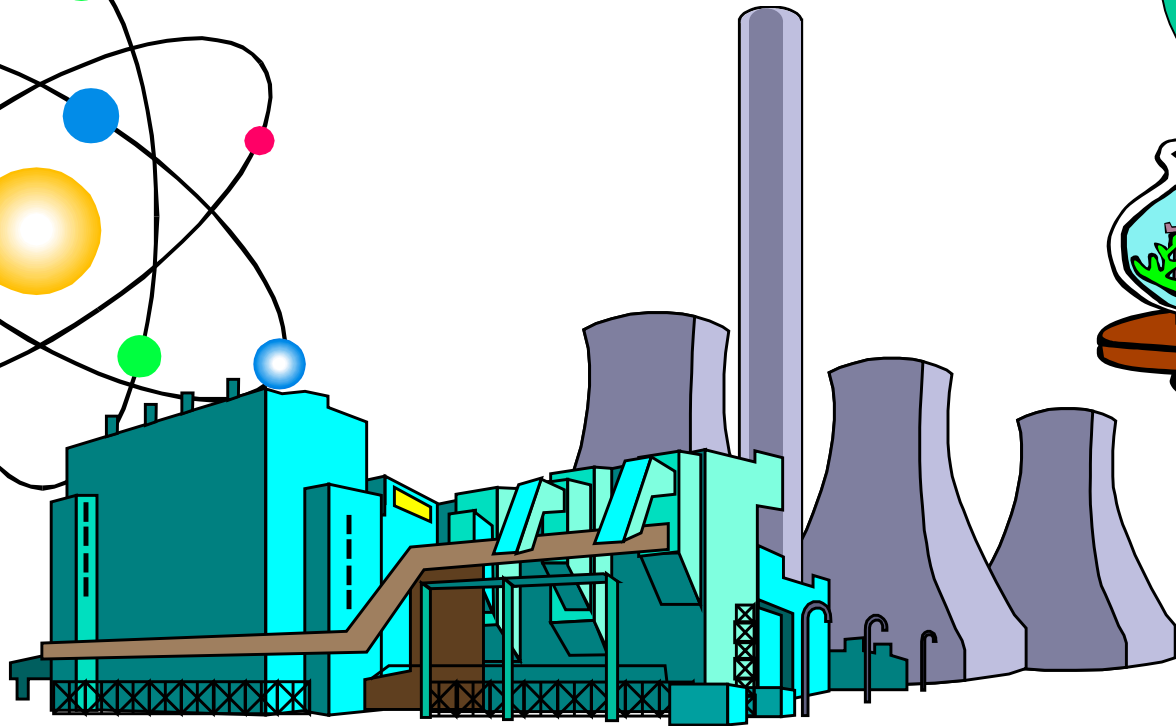
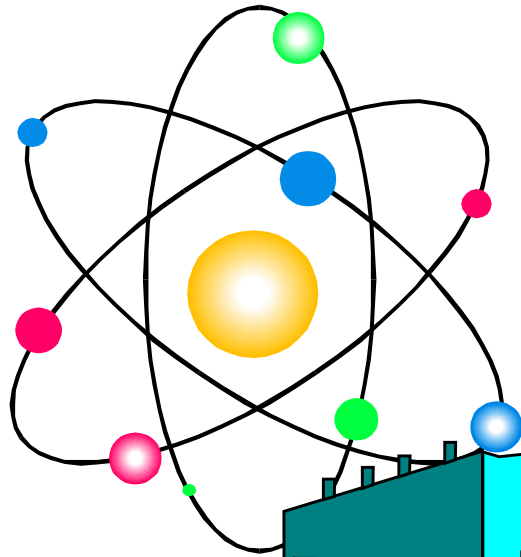


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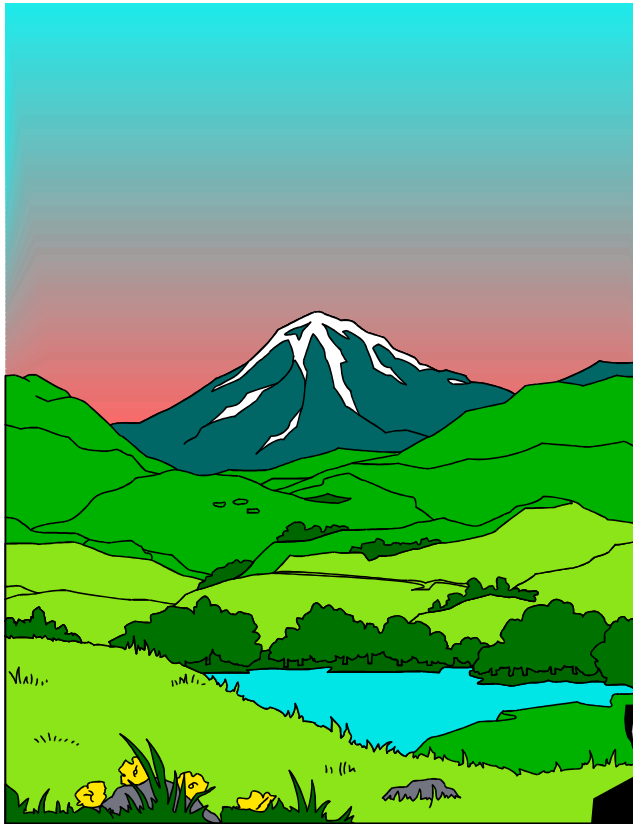


The illusion of Order . . .

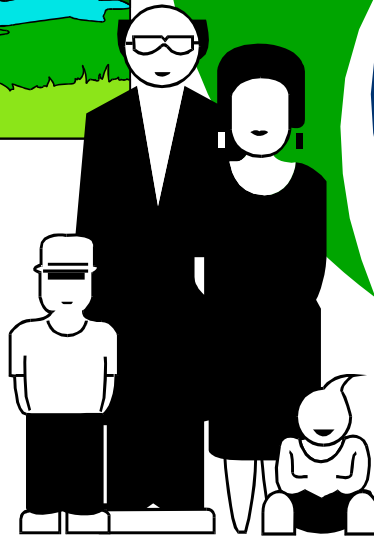


"We are already in a state of **CHAOS**."

M. Gorbachev



Someday, things
will get back to
normal . . .



NOT!!!

Chaos is . . .

- Part of the natural order
- The state that proceeds transformation
- The catalyst for a higher state of function

Chaos couldn't be more natural . . .



In fact, when you achieve biological equilibrium, you're dead.

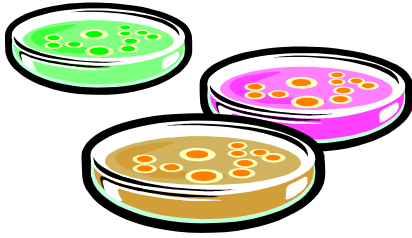
Remember . . .

"Necessity is the mother of invention!"

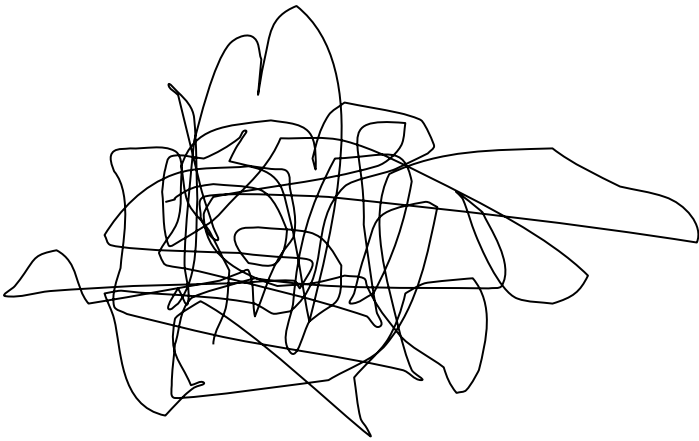


An original quote by L. Labron

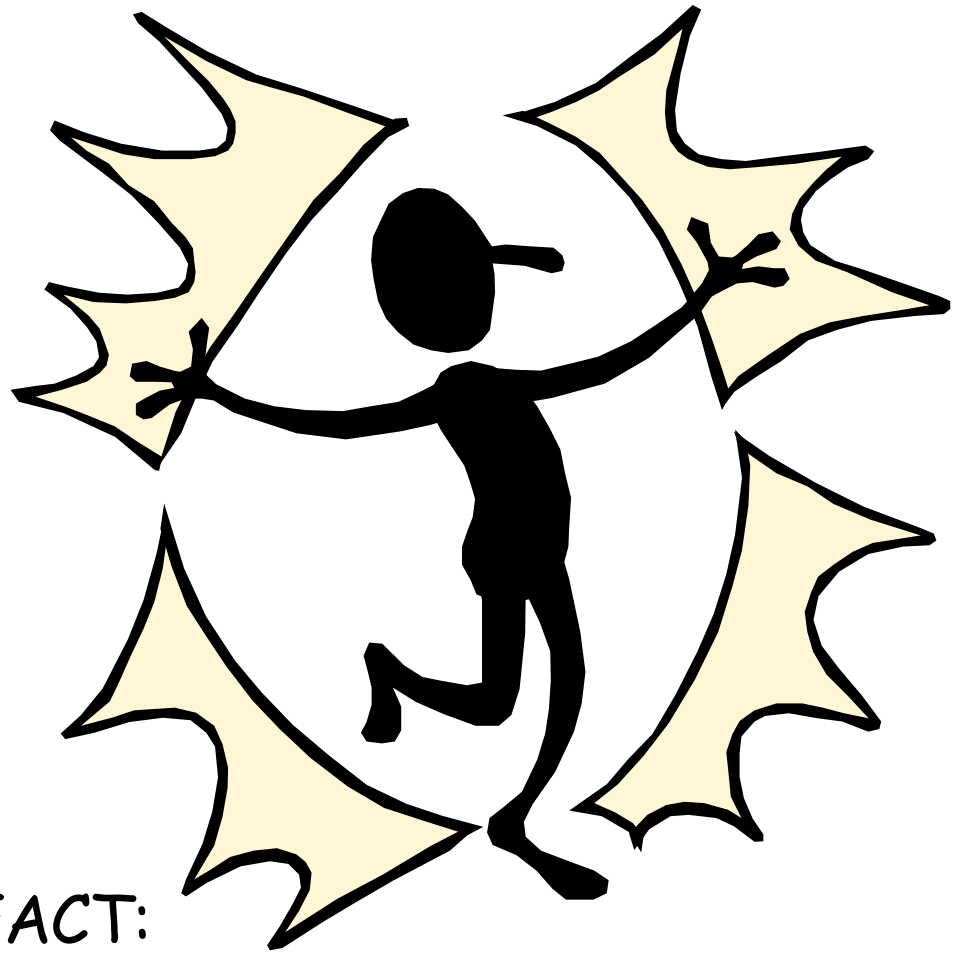
Famous messes in history:



Arthur Fleming forgot to clean his petri dishes - bacteria were *everywhere* - except near mould!



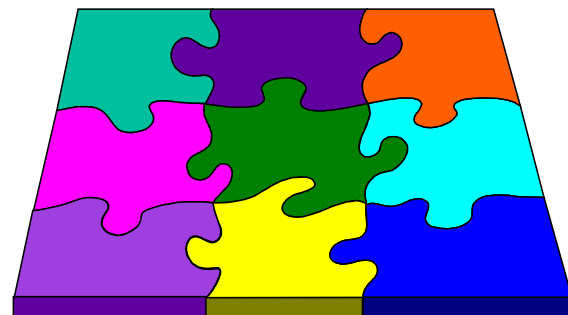
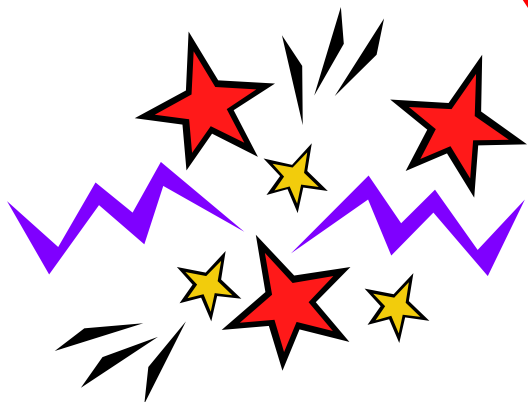
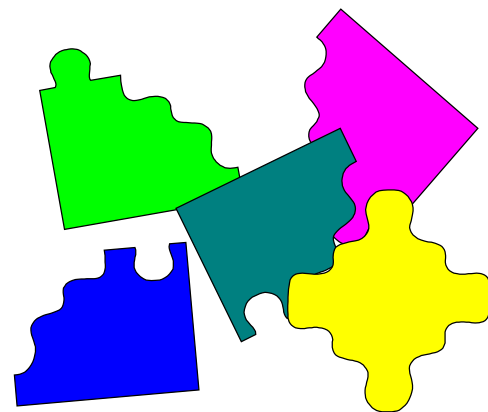
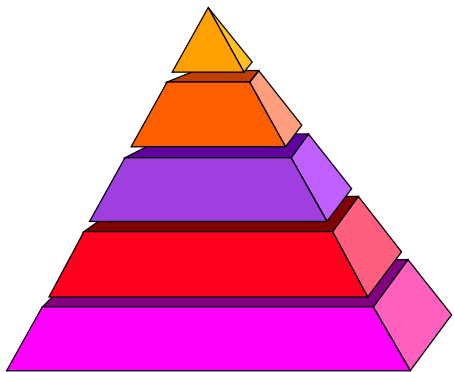
In the late 30's, Kleist and Moore decided to fuse glass blocks with a blow-torch. The mess that resulted heralded the "invention" of fibreglass.



FACT:

World-changing
breakthroughs are more often
the result of accidents and
inspiration than planning.

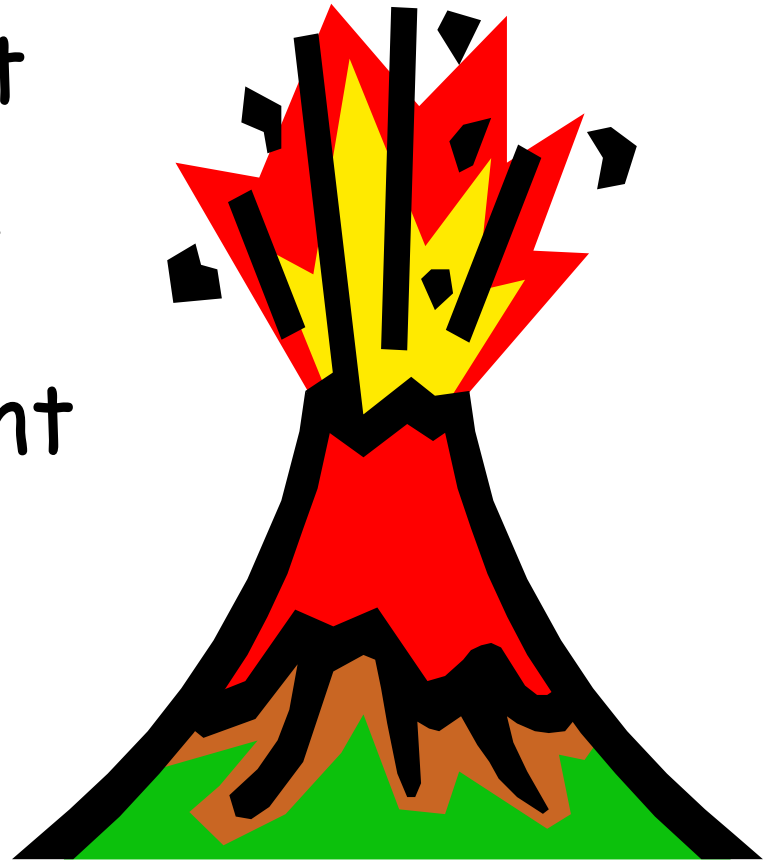
Complex
Adaptive
System



Conditions for Self-Organization

(as articulated by Stuart Kauffman at the Santa Fe Institute)

- Nutrient environment
- Diversity/complexity
- Drive for improvement
- Sparse connections
- Edge of chaos





In the beginning . . . There was nothing . . .
Only space for the dance of CHAOS and ORDER.

The Dance of Chaos

Why should we on planet Earth be different from the rest of the universe???

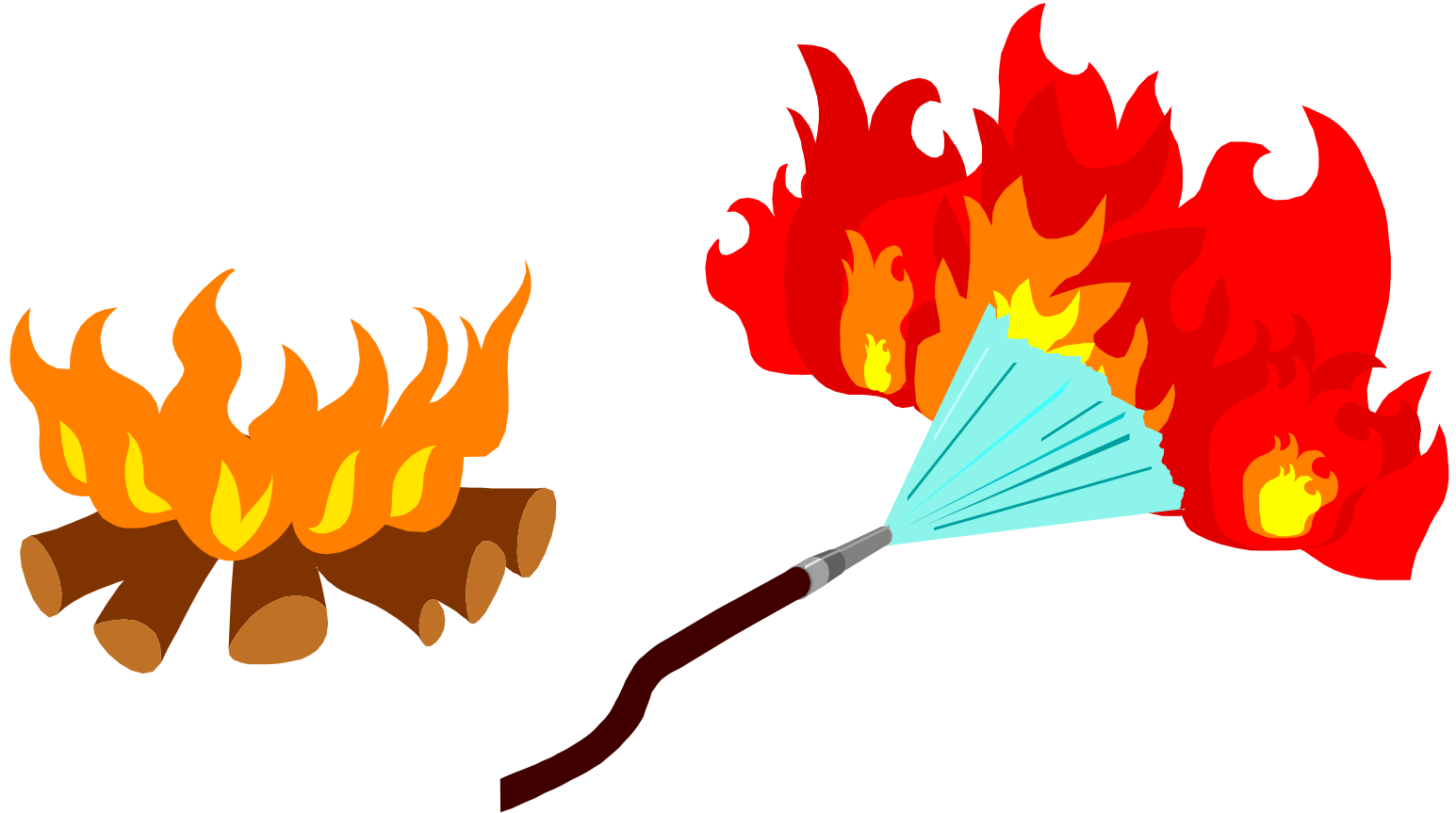
- Learning
- Self-Organization
- Transformation



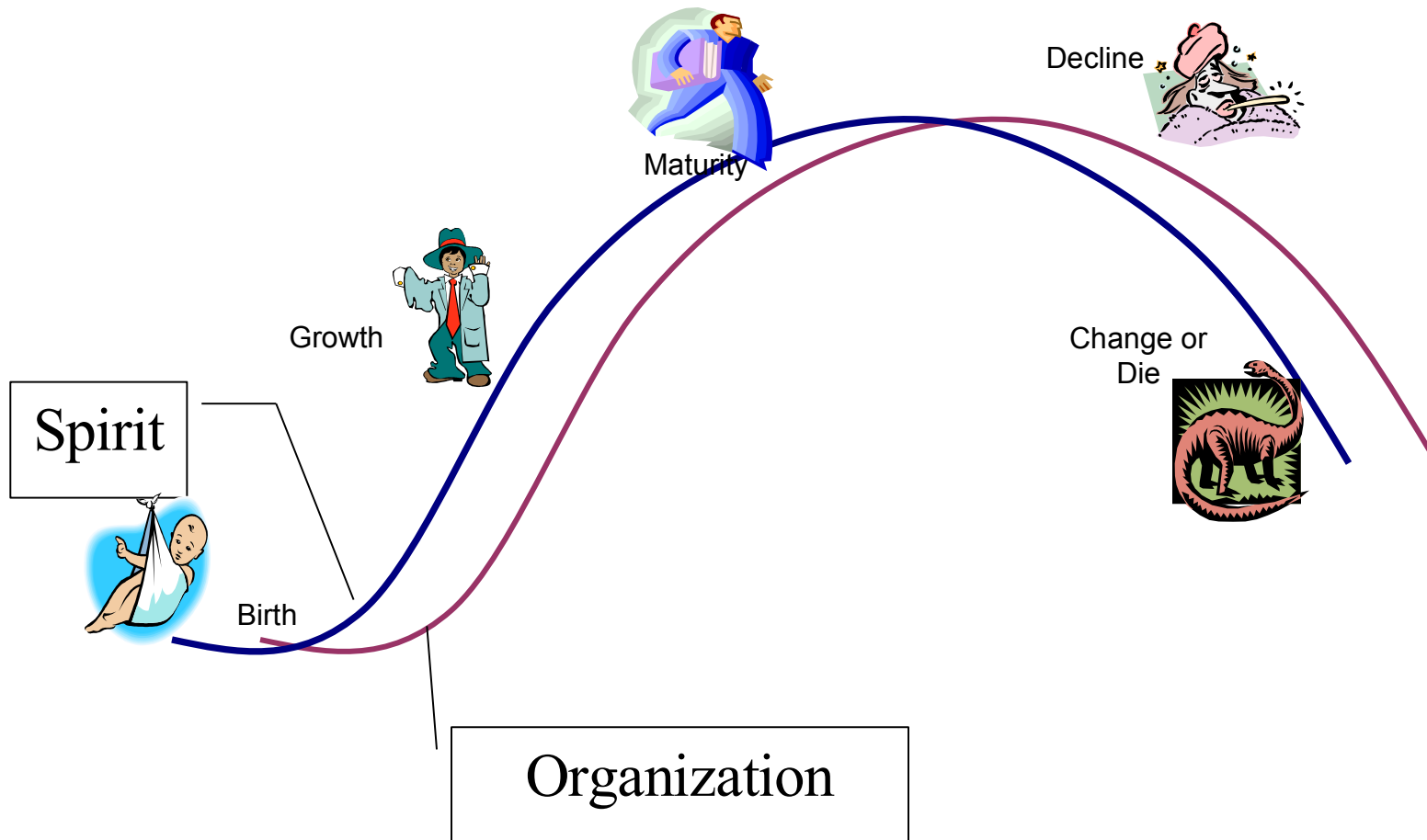
Opening Space for Spirit



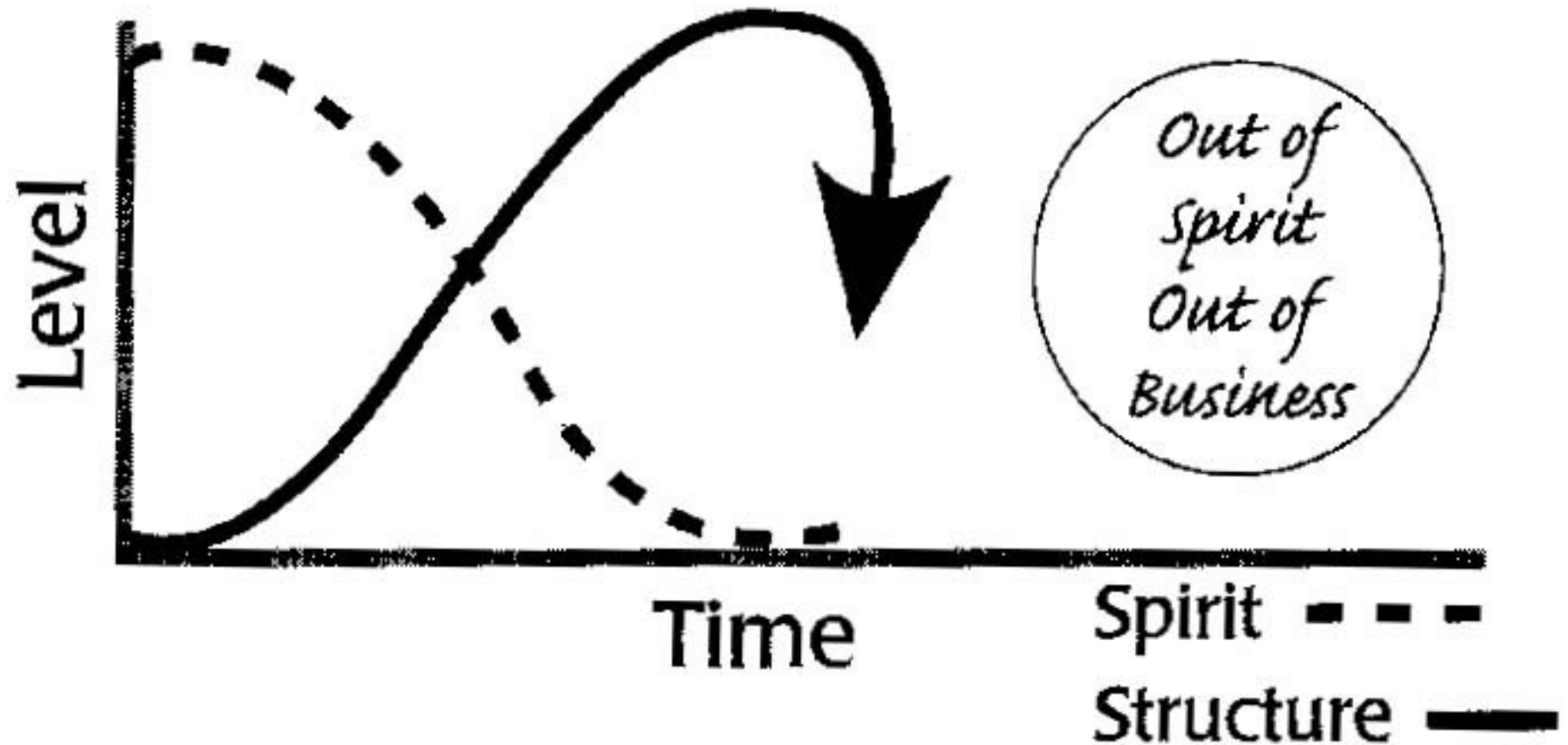
Development vs Transformation



The Spirit/Organization Life-Cycle



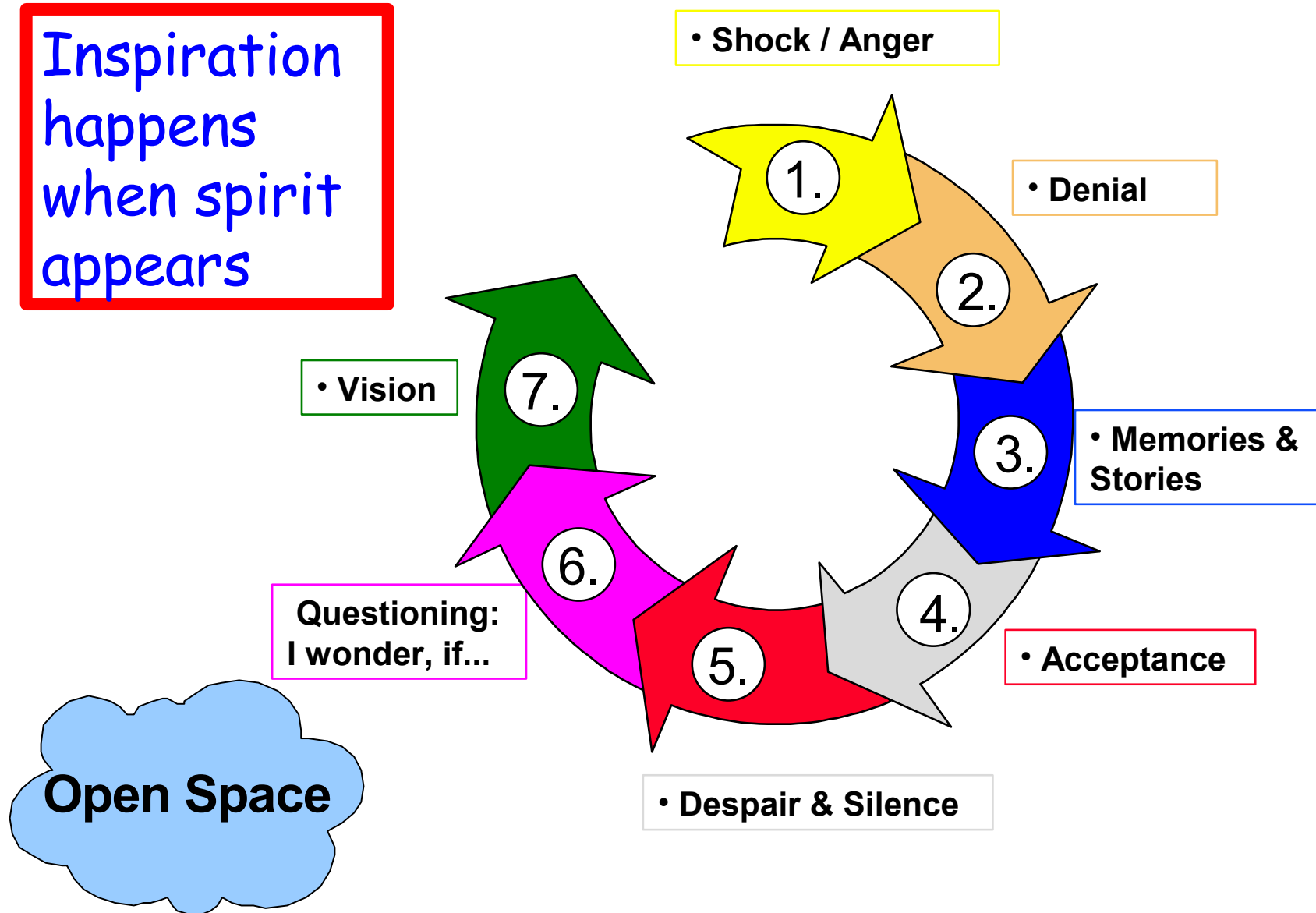
Owen's Organizational Transformation Chart



Harrison Owen, 1997

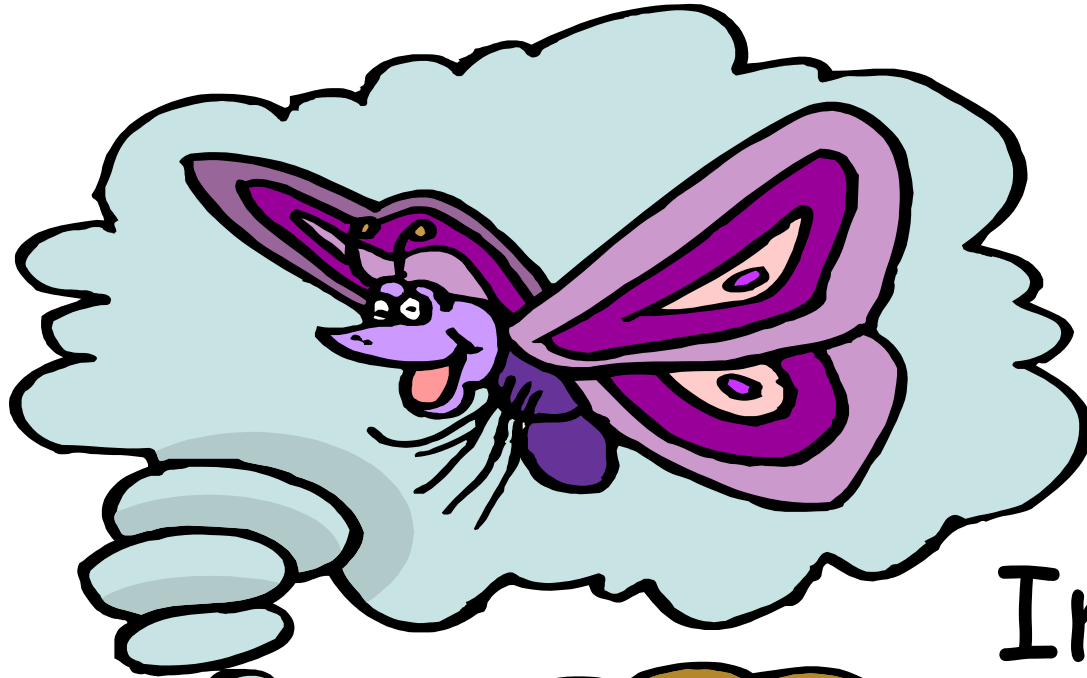
Grief at Work: The Transformative Cycle

Inspiration
happens
when spirit
appears





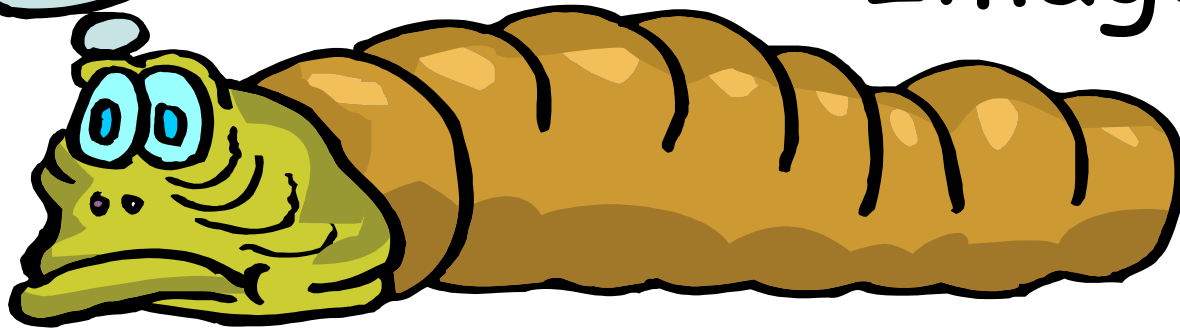
Somewhere
between
memories and
despair, all the
stories need to
be told . . . then
silence opens
the space for
transformation



Wonder

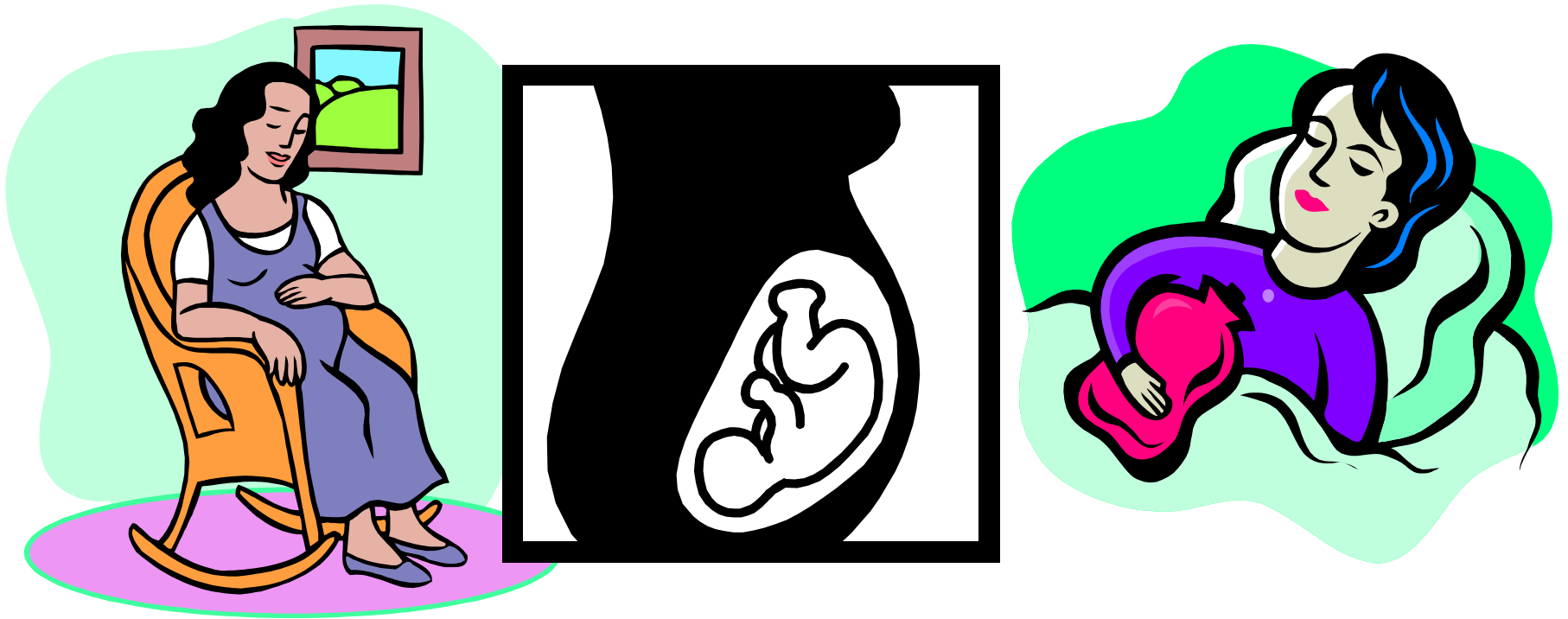
plus

Imagination



VISION

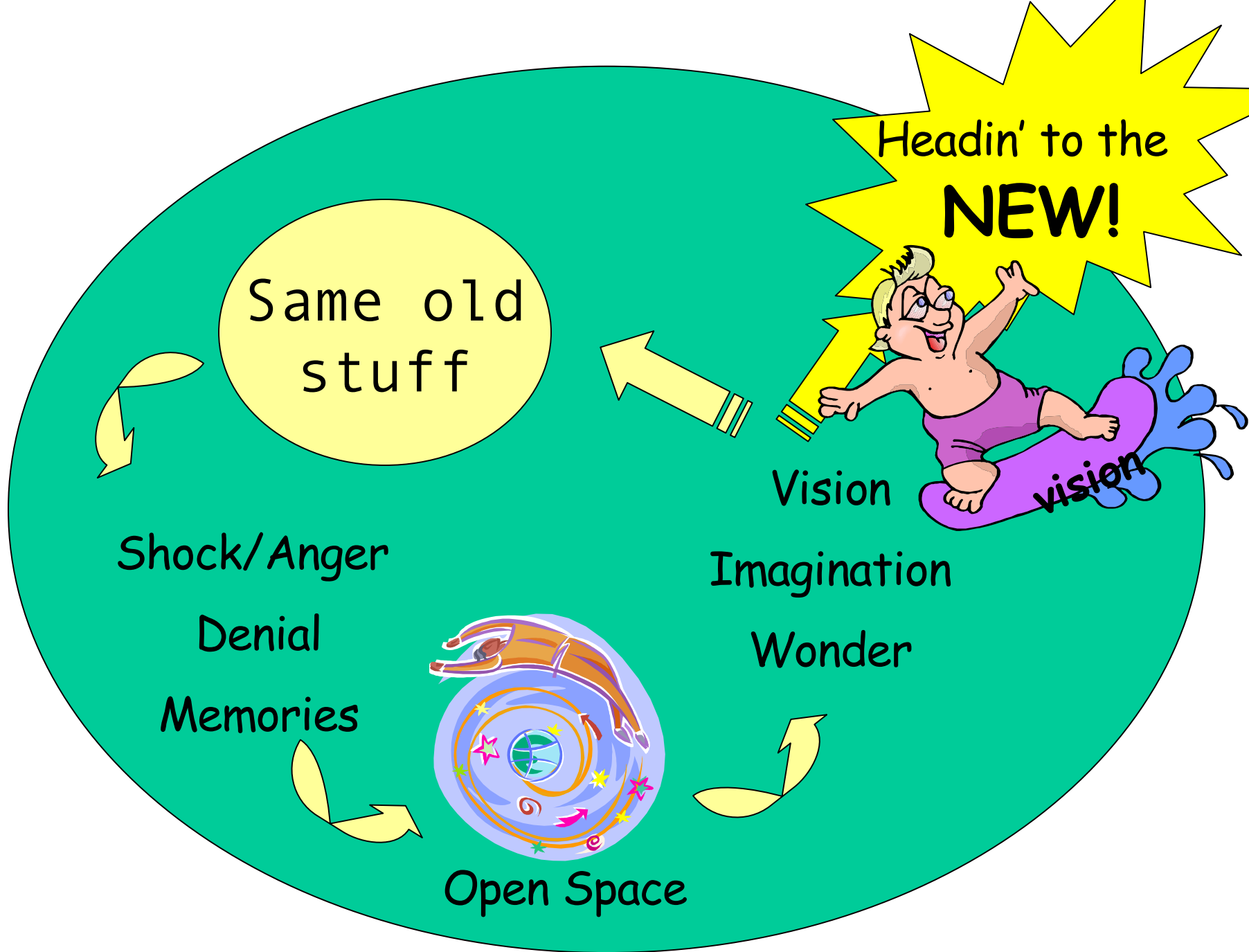
It's a little like birth

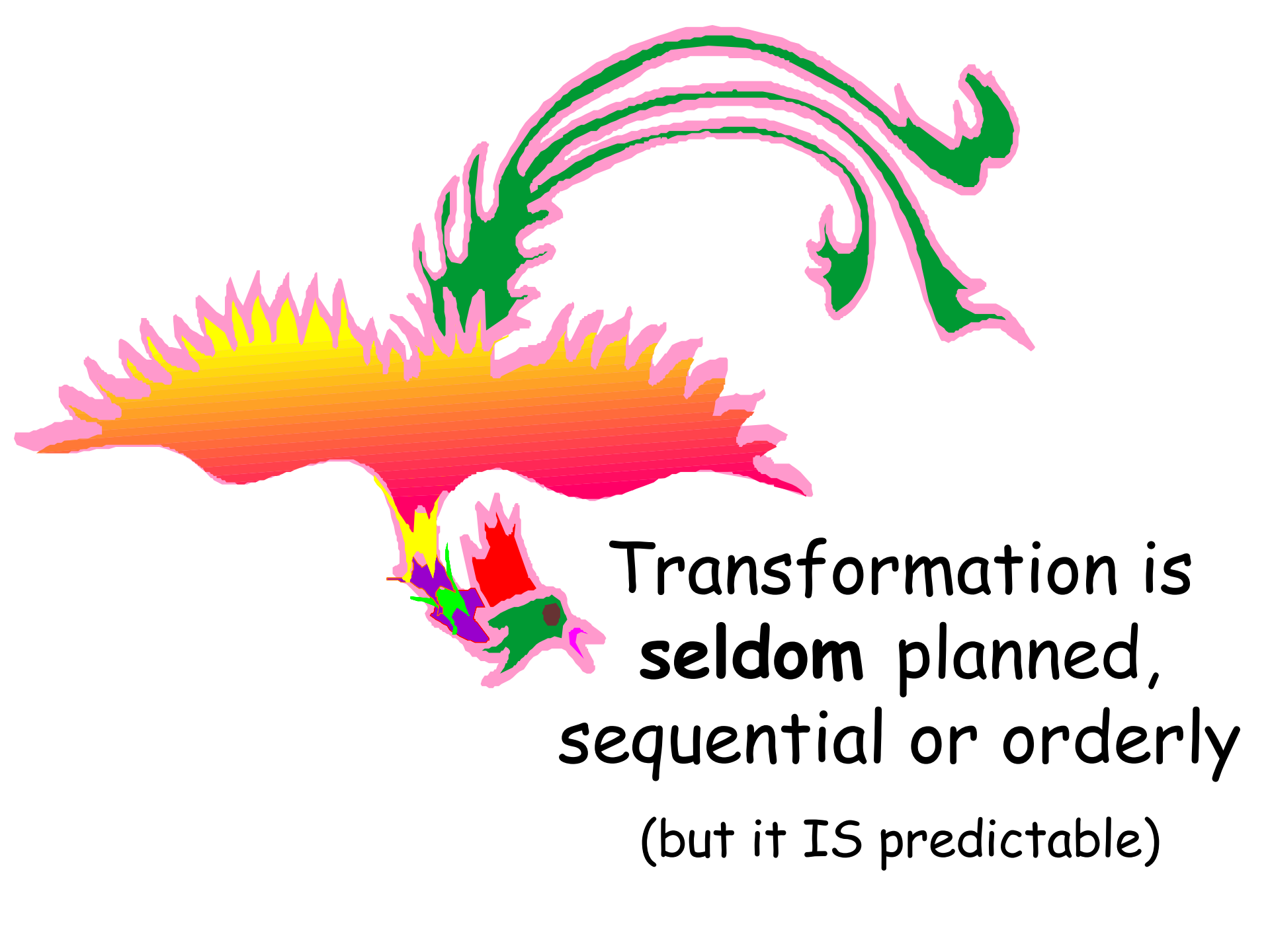


Bliss → Tight quarters → Toxic state

Down the
tubes!







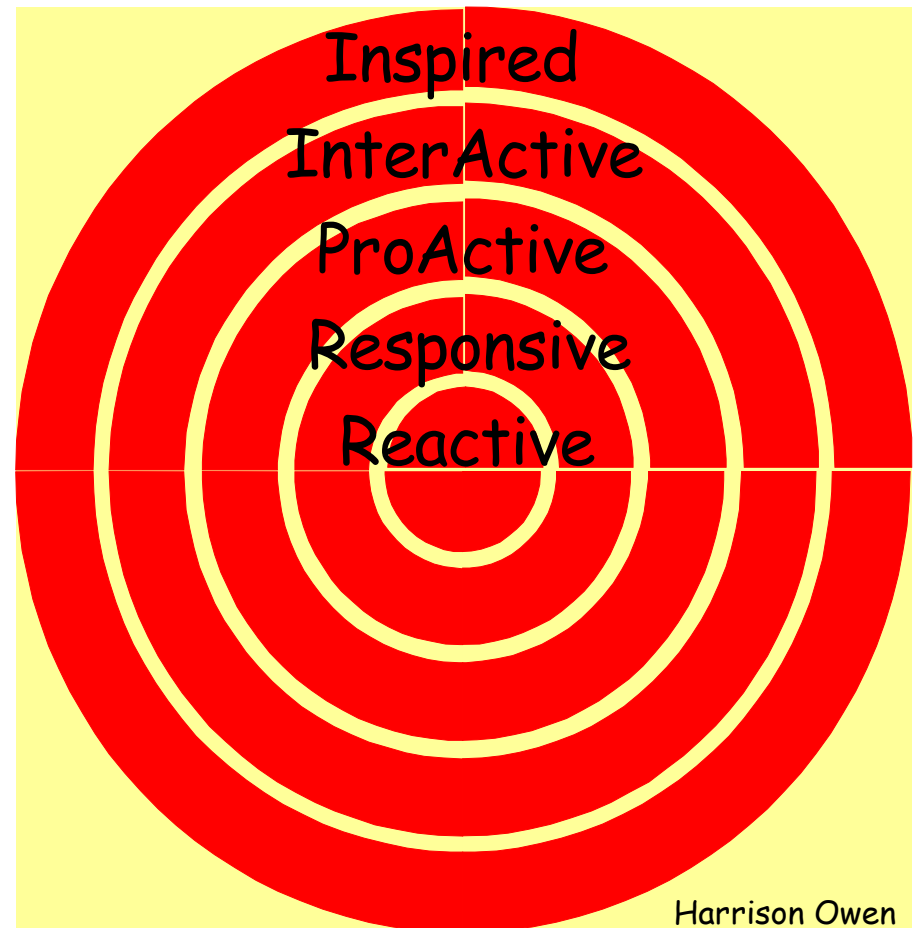
Transformation is
seldom planned,
sequential or orderly
(but it IS predictable)

TRANSFORMATION

Individual



Organizational



Behavioral Characteristics

<i>Organization</i>	<i>style</i>	<i>Hero</i>	<i>Individual</i>
<i>Inspired</i>	<i>Be</i>	<i>Nobody</i>	<i>spirit</i>
<i>InterActive</i>	<i>surfing</i>	<i>Everybody</i>	<i>soul</i>

<i>ProActive</i>	<i>Control</i>	<i>MBA</i>	<i>Intellect</i>
<i>Responsive</i>	<i>Pleasant</i>	<i>Mom and Pop</i>	<i>Mind</i>
<i>ReActive</i>	<i>Charge!</i>	<i>Entrepreneur</i>	<i>Body</i>

The ReActive Organization



Like an entrepreneur on the first day of business.

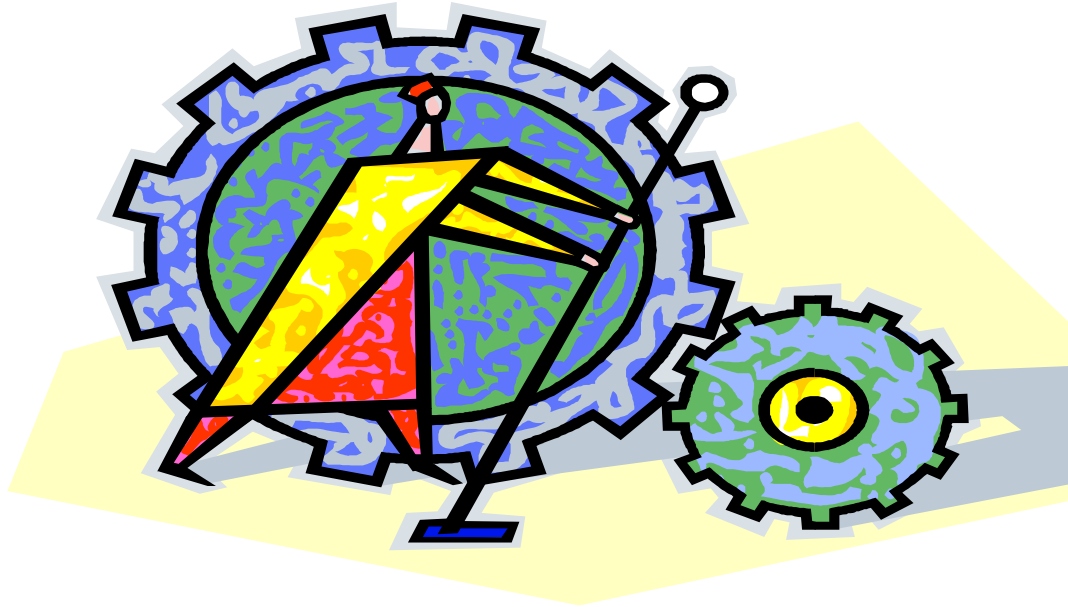
Responsive Organization



Nice, orderly, predictable - like a Ma and Pa store . . .

But NOT well positioned to respond to change.

ProActive Organization



Any well managed corporation - like a well maintained machine,
it is controlled and efficient - until it loses control!!

Toxic state

Soul
pollution

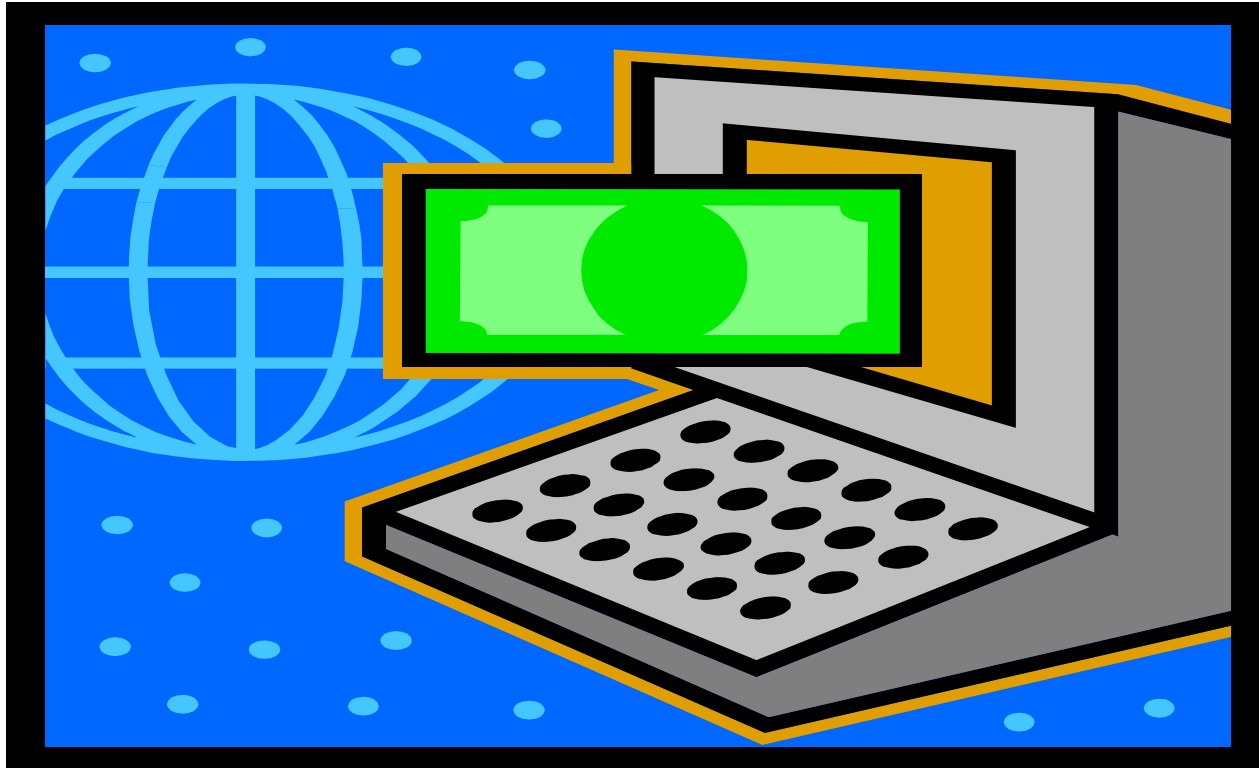
illness

angst

stress



InterActive Organization



.Com Companies

- Constantly adapting to an emerging environment
- Consciously self-organizing system

Inspired Organizations



A collective
consciousness
emerges -

like in a "hot"
jazz band, a
symphony or a
sports team

Where are we **NOW**?

„Sitting on the fence“

oder

„Ritt auf der Rasierklinge“