



Life-Serving Organising



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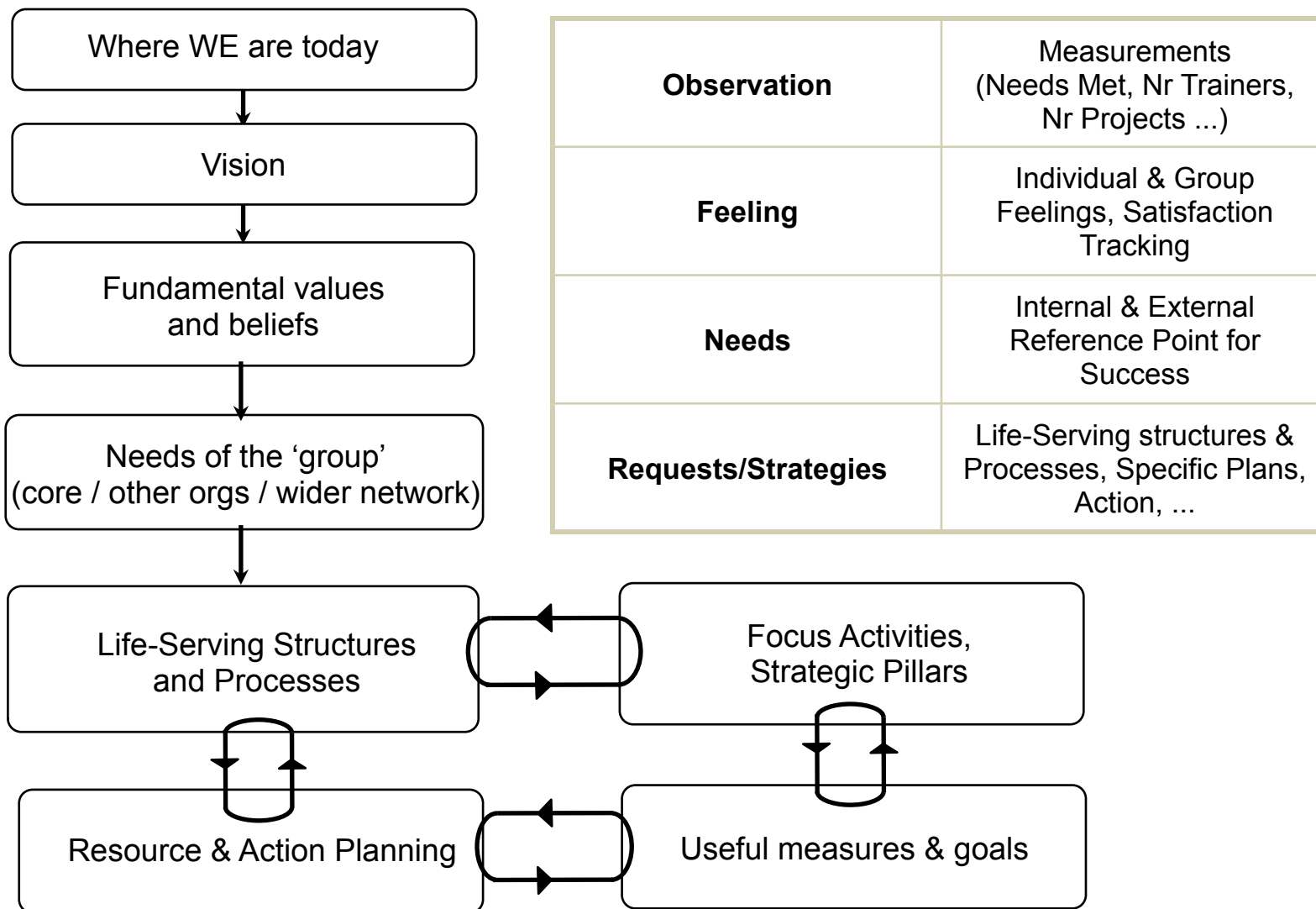
Guiding Principles / Distinctions

Guiding Principle	Explanation
<ul style="list-style-type: none"> ● Defining a Vision/Mission/Aim is a strategy for clarity & alignment of intention of a group of people, feeling it & staying connected with it and the spirit/energy it emerged from is more important than the exact words 	<ul style="list-style-type: none"> ● For it to be alive in an group of people requires more than wording them in a manner consistent with our rational beliefs ● Regular reminders and opportunities to jointly experience and enter into the spirit it is borne out of has both healing and connection potential but can serve as a creative source in all aspects of functioning (meetings, communications, ...)
<ul style="list-style-type: none"> ● Organising, structure & processes are strategies to help bring the Vision to life and stay connected to the spirit/energy that shaped it 	<ul style="list-style-type: none"> ● To help stay connected with the spirit that gave birth to the Vision ● To help connect, to help unfold, To help evolve ● To help meet needs of the group ● To help achieve specific tasks ● Needs and tasks vary, structure & processes should adapt pragmatically ● Since writing down a vision and values are strategies too they also will adapy but likely to adapt more slowly

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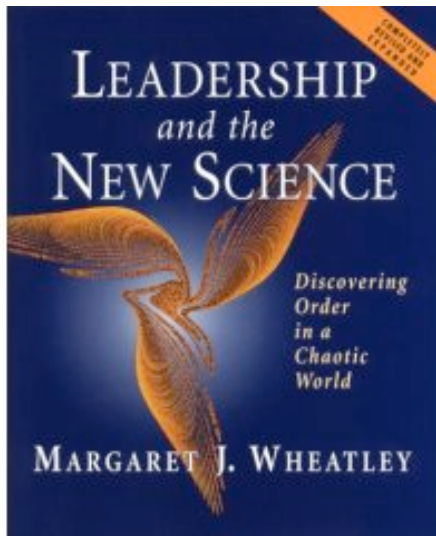
Guiding Principle	Explanation
<ul style="list-style-type: none"> ● Measure the enablers of unfolding / evolution 	<ul style="list-style-type: none"> ● Track if the spirit / deeper motivation is alive in all we do ● E.g. track needs met / unmet ● Track 'collective feelings', e.g. presence of fear, overwhelm ● Ensure shared clarity around focus activities / strategic pillars ● Ensure basic needs are met (what sustains ability to focus, financials etc....) ● Track if operating in harmony with values
<ul style="list-style-type: none"> ● Define concrete goals where life-serving 	<ul style="list-style-type: none"> ● E.g. Nr assessors > nr new trainers > avg nr participants has implications on support resources needed, nr of participant that need to be processed etc. > shared clarity, ease ● E.g. project funding requires clear goals and planning to meet funder's needs for clarity and accountability ● E.g. nr of requests received + strategy for answering them > resources
<ul style="list-style-type: none"> ● Plan resources & actions in service of all of the above 	<ul style="list-style-type: none"> ● Plan to be able to support the functioning of the basic life-serving system that supports the unfolding ● Plan for ways of allowing unfolding in the key strategic areas ● Plan to meet the concrete goals chosen for ourselves or offered to third parties

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Leadership Perspectives: Margaret Wheatley

DRAFT -
please
provide input!

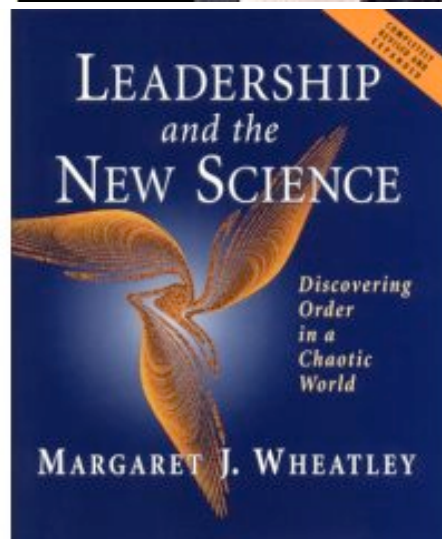


Key Principles / Concepts in her Leadership Writing:

- ¶ 'From leader as hero to leader as **host**.'
- ¶ 'We can rely on **human caring, creativity and compassion**'
 - ¶ 'We can rely on us '**bundles of potential**' figuring out solutions, learning quickly, and surprising ourselves with new capacities'
 - ¶ 'We can rely on people to **self-organize** quickly to achieve results important to them'
- ¶ '**Together**, people act **creatively, take risks, invent, console, inspire and produce**.'
- ¶ Assumptions:
 - ¶ **Relationships**, not lone individuals are the basic organizing unit of life
 - ¶ **Chaos and change** are the only route to transformation
 - ¶ **Participation and cooperation** are essential to our survival in this interconnected world
 - ¶ **Order** is natural, but not available through traditional methods of control

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Quote

'... the belief that the higher the **risk**, the more necessary it is to hold power tightly. What's so dangerous about this belief is that just the opposite is true. Successful organizations, including the Military, have learned that **the higher the risk, the more necessary it is to engage everyone's commitment and intelligence.** When leaders hold onto power and refuse to distribute decision-making, they create slow, unwieldy, Byzantine systems that only increase risk and irresponsibility.'

