

MYTH, VISION, STRATEGY: Dreaming, Creativity, and Bottom Line for Organizations and Individuals.

A Worldwork and Organizational Development Class at the [Processwork Institute of Portland](#)

Sept 28, Oct 5,12,19 6-8.30 pm

This class is face-to-face and at-a-distance/internet

This class is designed as a theoretical and experiential laboratory to learn about and try out perspectives and methods at the intersection of Worldwork and Organizational Development. All of our lives are influenced by organizational behavior. All of us are members of the public and many of us work within organizations. And most of us are ourselves **organizations of one** that are connecting with **the world at large** through our **professional, political** and **spiritual lives**.

Traditional **Organizational Development** is a scientific and experiential approach that has evolved mainly over the past 60 years. It aims at helping organizations to change, to improve the quality of work life, to become more effective, and also to increase financial results. **Worldwork** is a paradigm with universal categories that can be applied to diverse processes of any collective organization. The two paradigms can compliment and enhance each other.

In this class, you will learn about current OD theories, their applications in the work of an OD consultant, and the interface with the Worldwork perspective and methods on all levels of organizational thinking.

In addition, you will gain practical experience by creating and working on your own personal OD project during the entire class. You can design a change project for an organization

that you are affiliated with, or create your own organization from scratch, or create a project in connection with your professional development. You have a choice about whether you want to do your project on your own, or in a team with other class participants. In doing this project, you can study and apply the theories, manifest your inner work, and study and learn how the different levels are connected.

We will have some student facilitated group processes that focus on class themes. Our group will serve as an ad hoc organization that we will study together in our discussions following the group processes.

The class will have an online component, through which you can get assistance for your project if needed. You will be assigned a personal space on our website where you can develop your project and document your thoughts and progress. You can use this space as you like. It can be private for you only, or you can grant access as needed for individual consultation, or you can open it up to the whole class for general discussion, if you wish.

Class 1: Sept 28th, 6:00pm-8:30pm

The Evolution of Organizational and Personal Development Paradigms

*I am ahead, I am advanced
I am the first mammal to make plans, yeah
I crawled the earth, but now I'm higher
Twenty-ten, watch it go to fire
It's evolution, baby
Do the evolution
Come on, come on, come on
("Do the Evolution", Pearl Jam)*

- Paradigm evolution in Organizational Development since its beginning in 1946, current trends and activities, parallels to evolution of scientific and psychological paradigms. Worldwork paradigm in OD applications.

Overview of OD areas and classic procedure for change management projects.

- **Inner Work:** Personal and Collective Paradigms about Change and Groups, spiritual and material world, connection to the world at large.
- **Group Process**
- **Project task:** theory, inner work and group process will provide the foundation for completing an individual exercise that will help you to find and outline the general area of your project. If you are choosing an organization, it will help you find and focus on the particular area of interest for your project. If you plan to create your own organization or work on your professional and creative development, it will help you to understand how you have already started it, and what areas to focus on for your next steps. If you are thinking of using your professional development as a project, it will help you to decide which area to focus on.

Class 2: Oct 5th, 6:00p.m.- 8:30p.m.

Myth and Vision, Personal and Organizational Fate

*Take me on a trip upon your magic swirlin' ship,
My senses have been stripped, my hands can't feel to grip,
My toes too numb to step, wait only for my boot heels
To be wanderin'.
I'm ready to go anywhere, I'm ready for to fade
Into my own parade, cast your dancing spell my way,
I promise to go under it.
("Mr. Tambourine Man", Bob Dylan)*

- The role of organizational myth and vision in current OD thinking. Processwork and mission statements. Shamanic aspects of myth making and fate in organizations. Working with organizational edges: inner work for

individuals and organizations. Competition, jealousy, rank and power in leadership and organizational culture. Conflict resolution and diversity trends into today's business, government, and non-profit worlds. Network theory and edges. Globalization and quantum thinking. Non-mainstream models that have been picked up by mainstream organizations, such as Dr. Lovemore Mbigi's model of African Hunter Spirits and African Spirit Hierarchy, etc. or Yahoo's Tim Sanders "Love is the killer app)

- **Inner Work:** Finding your myth and vision, getting to know your fate, understanding interference patterns around your edges, and new ways of going over them.
- **Project task:** Creating and formulating a project that expresses your myth and vision and celebrates your fate.

Class 3: Oct. 12th, 6p.m.-8:30p.m.

Making it happen in the World: Creativity and Strategy Development

*I want to run
I want to hide
I want to tear down the walls
That hold me inside
I want to reach out
And touch the flame
Where the streets have no name
("Where the streets have no name" song, written by U2)*

- Strategy refers to the sum of action plans and actions that are necessary to reach an agreed upon goal, and the perspective that was used to develop them. This class will introduce the current strategy models and practices in OD as they are being taught in the leading business schools. You will learn about result-oriented and evidence-based strategies, and how they are being applied in today's

business, non profit, and government environments.
Introduction of process-oriented strategy concepts that we have been applying and teaching in various organizational settings over the last years. Also in this class: strategy implementation and Aboriginal dreaming, current issues of performance management, the ally principle revisited. Public relations, advertising strategies, etc.

- **Inner Work:** what you do in the world at large and how you do it. Aboriginal-Quantum strategies.
- **Group Process**
- **Project task:** Creating a process-oriented strategy for your project.

Class 4: Oct. 19th, 6:00p.m.-8:30p.m.

The Bottom Line: Money, Self-Expression, Alienation, Authenticity, and Creativity

*Riders on the storm
Into this house we're born
Into this world we're thrown
Like a dog without a bone
An actor out on loan
Riders on the storm
("Riders on the Storm", The Doors)*

- Current trends in the development of business models, the role of money in organizations: new trends. The psychology of money: current studies and trends. Emerging aspects of class and diversity in neo-liberal thinking.
Black Economic Empowerment in South Africa: lessons and insights.

Financial mindsets: race, culture, class, gender, religious, national, and generational aspects - and how these

aspects affect what you and/or your organization spend money on, and what not.

Hidden and transparent aspects of finances in organizations

- **Inner work:** Finding your bottom line
- **Group Process**
- **Project task:** Business model, value model, emotional and financial planning for your project