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uWorldwork – izinguquko ezinhlanganweni, emiphakathini, kumabhizinisi, kanye nasemphakathini

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Uyini u Worldwork ?

uWorldwork unguhlelo olusha lokusebenza ngezinguquko empilweni yonkana yezinkampani nasemphakathini. Inqubo yalo egxile ezinkambisweni ezilandela izinhleo ezithize (process-oriented) yethula izinhlobo ezintsha emhlabeni zokuchazwa kwezinguquko nokusebenza ngalezo zinguzuko nendlela umsebenzi ohanjiswa ngayo ezinkampanini nakuyona yonke imikhakha jikelele. Lolu hlelo ke, lubona wonke umuntu ekwazi ukuthi ngasikhathi sinye abe ngumbukeli, umbambi qhaza, umsizi-luhlelo, umlandeli kanye nomholi, yize ke singahle siyamaniswe nelilodwa kulawa maqhaza ngesikhathi. uWorldwork uvuna uhlaziyo nosizo-hlelo kumaqembu ezigabeni ezihluka hlukene, kusukela kuzinhlelo zomhlaba jikelele kuze kufike kuzinhlelo zaseduze, kanjalo nasendaweni yomphakathi nakuzinhlobo ngezinhlobo zamabhizinisi, kuzinhlangano ezingakhi nzuzo, kuzinhlaka zikahulumeni, kanye nakuzinhlangano zamakholwa, nokunye okunjalo.

Kulawa makhasi, sethemba ukuthi sizokwazi ukukhombisa ukuthi ukwehluka kwabantu, intando yeningi ejulile (Deep democracy), imikhakha yesiko-mpilo i “complex system theory, nomkhakha we ‘quantum thinking’”, kanye nesayensi ecwaninga ngokwenzeka emqondweni womuntu ebhekile, kuxhumana kanjani kuthandelane kuze kwakhe umqondo omusha – okungumqondo ongavezi izinguquko ezilandelekayo nje kuphela kepha oseqophelweni eliphezulu futhi. Luyacophelela kakhulu lolu hlelo ngomqondo walo wezesayensi, kanjalo luyabucophelela ubumqoka nokuphila komoya emphakathini, futhi lumbandakanya ukuhlonishwa okujulile kwezinhlelo zokuzithuthukisa zelungu ngelungu kanye nezidingo ngqangi zezinhlangano. Yile nhlanganisela ke evuna ukusungulwa kwezinhlangano ngezindlela ezikhangayo, ezingaqageleki, futhi nezijulile – kuze kufinyelele emazingeni lapho zizohambisana kahle nezinye izinhlelo emhlabeni.

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Siyayithokozela kakhulu intshisekelo yakho ku-Worldwork. Ngiyethemba uyokujabulela nokuhlwaya ulwazi kulawa makhasi, lapho engibeke ngendlela efingqiwe khona ukuqonda kwami lonke uhlelo nokwakheka kuka - Worldwork, ngabuye ngazama nokukhombisa ngezibonelo zemikhankaso engibambe iqhaza kuyona khathi lesi, ukuthi umalungana nani ngempela lo Worldwork.

Izingxenye ezinokulinganiswa nezingelinganiswe zobunjalo nobuqiniso besimo

Eqanjwe ngu Arnold no Amy Mindell namathimba abo, u-Worldwork unikeza isidima esilinganayo lezo zingxenye zobunjalo besimo, kuthi ngalokho kwakheke isithombe esithi asigcwale futhi siqondakale kangcono.

Ukusetshenziswa kwalomqondo obukeka ulula kakhulu kutholakala emikhakheni eminingi. Le mikhakha enokulinganiswa naleyo engelinganiswe ithi ayifaniseke naleyo ebonakalayo nengabonakaliyo, ebambekayo naleyo engabambekiyo. Isibonelo, uma sidingida udaba lokuhlukana ngezimo ezithize, siye siqhakambise lezo zingxenye ezinokulinganiswa ezinjengobulili, ubuhlanga, ubudala, isigaba emphakathini, inkambiso ngezocansi, njalo njalo. Kanjalo nalezo zingxenye ezingelinganiswe njengamathemba, amaphupho, imizwa, imiqondo, kanye neziphiwo, nokunye kanjalo. Ngaleyondlela ke, namandla ahambisana nesikhundla somuntu emsebenzini kumbe emphakathini anokulinganiswa, kanti lezo zinhlaka ezihambisana namandla ezinjengo “buhlakani babadala”, “isisindo sobuqotho” kumbe “amandla odumo” kakulula ukuzakhela isilinganiso yize zimqoka kangangazo lezi ezinesilinganiso. Ngakolunye uhlangothi, ake sithi njengasebhizinisini kanje, ukulingana kwezingxenye ezilinganisekayo nalezo ezingalinganiseki kungachaza ukuthi ulwazi oluyiqiniso elisobala ngalokhu okunokubalwa kanye nezibalo kwezezimali kucishe kwehle ngamphimbo munye nezinto ezifana namathemba, amaxhala, ukungqubuzana ngemiqondo, kanye nemimoya mqondo ekhona phakathi kwamalungu kumbe phakathi kweminyango yaleyonhlangano, nanokuthi zonke lezi zingcezu uma sezindawonye akulula ukuzicosula, zivele zibe yinto eyodwa. Ukwehlukanisa amaphuzu athize avezwe njengasemqoka kunamanye kunokudala izinkinga ngokungangabazeki kuleyo mikhakha ekhishwe inyumbazana. Ngaleyondlela ke, iNtando yeNingi kanye nokwaHluka kubukwa njengezimiso migomo ezihlaba zedlule kubulungiswa basemphakathini, okwamukelwa njengokulungile kwezombusazwe, kanye nokulingana okubalwa ngamanani, njengokuthi nje kuthiwe ikomidi alimiswe yinani elilinganayo labesimame nelabesilisa. Okunalokho, skhuthaza ukuba kuhlonishwe umuntu ngamunye, izinkambiso zezinhalngano, izehlo osekuhlangatshezanwe nazo, kanye nezimo zokuqwashiseka. Lokhu sikubona njengento esemqoka kakhulu kuzibalo ezisetshenziselwa ukuthola nokusebenzisa lonke ulwazi ngaphansi kohlelo oluthize.

Ngaleyondlela ke, uhlelo lwe Worldwork luvala igebe eliphakathi kwamasayensi neminye imikhakha ngokwethula uhlaka oluhlanganisa futhi lwenze ngcono kokubili lokhu. Esizindeni somqondo ka Worldwork kukhona umqondo wokuqwashisa ngesimo lapho umuntu eqwashile nokufunda ngaso. Ukusukela kulesi sizinda, u- Worldwork wakha amaxhama amasha kulemikhakha emithathu elandelayo esemqoka:

- **Wakha uxhumano kumiphumela yocwaningo kumikhakha yokugcaluza kwezinhlayiya i "quantum mechanics, chaos theory, kanye ne network theory".**
- **Uhlanganisa futhi usebenzise imiqondo yesimanje manje ethathelwe kumikhakha yezomphakathi i- sociology, isayensi yezombangazwe isayensi yezombangazwe i-political science, isayensi yezemiqondo i-psychology, kanye nesayensi yendabuko yomuntu i-anthropology.**
- **Ubuye ahlanganise iningi lemiqondo nemibono nobuhlakani bamasiko ehluka hlukene endabuko naphathelene nemimoya kanye nokuqonda kwawo ubumqoka bempilo yomphakathi kanye nobudlelwano.**

uHlelo-nkambiso luka-Worldwork lukhombisa ngokusobala ukuthi umkhakha ocwaninga ngokuqwasha komqondo uyibumbanisa kanjani lemi qondo.

Ungathola eminye imininingwane mayelana nokuthi lemiqondo ixhumana kanjani ngokuya ku menu ye "paradigm" phezulu kuleli khasi.

Kungabe u Worldwork usetshenziswa kuphi na?

Noma ngabe u-Worldwork aziwa emikhakheni emininingi ngokubusa ngaphezu kwentando yeningi nokumeleka okulinganayo ngokwethula umqondo weNtando yeNingi eJulile emsebenzini odingida ukwahluka, kanjalo nokusebenziseka kwakhe akunamkhawulo.

Nansi eminye yemikhakha lapho esiye sisebenzise khona u-Worldwork. Kulowo nalowo kulemikhakha, u-Worldwork uletha imiqondo emisha yodwa. Ukukulola nje, ngiye ngafaka kumkhakha ngomkhakha isibonelo esisodwa sokusha okulethwa yilowo mkhakha. Uma ke uvakashela kumakhasi ehluka hlukene, uzobona ukuthi lezi zibonelo engizikhethile

ezimbalwa kokuningi ziyindlela eyahluke kakhulu yokubuka nokusebenza ngalowo nalowo mkhakha.

- **Izinguquko ezilandela izinhlelo ezithile (Process-Oriented) eNhlanganweni: iNtuthuko yeNhlangano kanye nezinhlelo zenguquko kumaqembu, amabhizinisi, izinhlangano ezingakhi nzuzo, umbimbi kanye nemikhankaso yaphansi kubantu.** *Isibonelo sokusha: sikhombisa ukuthi ngisho nobunjani ubulukhuni bunezisombululo ezinhlobo nhlobo ezakhelwe ngaphakathi kubo, elikwazi ukufinyelela kuzo iqembu ukuze lenze izinguquko ezisimeme ngaphakathi kulona.*

- **Isigcawu esivulelekile samaqembu angaye afinyelele kubantu abangu 1000 ukuba asizakale ngemihlangano yomphakathi edilobheni lapho kudingidwa ezomphakathi ezithize**. Isibonelo senqubo entsha → *sidingida sethule izindaba ezinzulu kakhulu okuvame ukuba zishalazelwe bese sikhombisa ubumqoka bazo ekwakhiweni kobambiswano emphakathini.*

- **Isigcawu esivulelekile esisiza ngokudingidwa kwamaphuzu athize enhlangano, njengobudlelwano phakathi kwebhodi nabaphathi kanye nobudlelwano phakathi kwabaphathi nabahlanganyele kuzinzuzo zenhlangano***. Isibonelo senqubo entsha → sisiza uhlelo lokuqwashisa ngokusetshenziswa ngodede kwamandla nezikhundla ukuze lokho kuxazulule izinkinga ezindala nezilukhuni ebezicashise okwesifo esingelapheki kubantu naseminyangweni.*

- **Amasu mgomo entuthuko alandela izinhlelo ezithize (Process-Oriented) kanye nokufezekiswa kwawo kuwona onke amazinga enhlangano, kusetshenziswa inqubo enesisekelo sokwahluka.** *Isibonelo senqubo entsha → Sinohlelo esilulandelayo lokwakha inhloso mbono olumbandakanya onke amazinga kwinhlangano, futhi olusiza ukuvumbulula zonke izinkolelo-ze enhlanganweni zihlale obala, luveze nobunjalo benhlangano nokungathintwa kwayo ukuhamba kwesikhathi, okuyilona phuzu layo edla ngalo loluyinika amandla.*

- **Izinhlelo zentuthuko eziqondene nomuntu ngamunye kumbe beyithimba kanjalo nokuqeqeshelwa ubuholi kumabhizinisi, kwezombangazwe, kuhulumeni, kuzinhlangano ezingakhi nzuzo, kumikhankaso ethuthukisa umnotho kumphakathi, kuzinhlanagno zabasha, nokunye okunjalo.** *Isibonelo senqubo entsha → Sixhumanisa izinhlelo zokuqwashisa ngokwenzeka emhlabeni njengalo siwazi nalokho okwenzeka kusayensi ye "physics" ukuze lokho kusize abaholi ukuba baqonde izimo ezixakile nezilukhuni futhi bakwazi nokubhekana nalezo zimo kalula.*

- **Ukukhuthaza ubambiswano nokusebenzisana ethimbeni.** *Isibonelo senqubo entsha→ sinendlela yokwenza esiyilandelayo, evuna ukuba amalungu afunde ngokuhlangabezana nezimo ezimbi ezizilungisa zona, bese besebenzisa leyo ndlela ke ukuba bafinyelele ezingeni elisha lobambiswano*.

- **Ukuhlelela amadolobha**. *Isibonelo senqubo entsha→ Sisebenzisa amaphuzu anokulinganiswa nalawo angelinganiswe endawo yomphakathi ukuhlumelisa ubudlelwano obusha phakathi kwabaphathi doloba, amabhizinisi, imiphakathi, amaqembu epolitiki kanye nemiphakathi ekhipheke inyumbazana, njengakuprojekthi ka "Citywork - Therapy for the City" okungumkhankaso obhekele ukuletha izixazululo kuzinkinga zasemadilobheni.*

- **Izinhlelo ezihambisana nezinguquko kumphakathi ngakwezomnotho**. *Isibonelo senqubo entsha→ Siveza amathalente abantu afihlekile kodwa aye aqhamuke lapho bebhekene nezingqinamba, bese sithi awasetshenziswe njengesikhali esimqoka ngesikhathi sohlelo oluqeqeshela ubuholi olubizwa nge "AbaHoli bakuSasa/Leaders of Tomorrow," okuwuhlelo olwakhelwe abangasebenzi kanye nalabo abantulayo abangenamakhaya futhi.*

- **Ukuxazululwa kwengxabano kumazinga ehluka hlukene ezindaweni ezinjengase Middle East, kuma Balkans, nase Ireland.** *Isibonelo senqubo entsha→ Siyaqonda ukuthi ingxabano kumbe impi qobo lwayo kuyizinyathelo zokuqala imvamisa ekwakhiweni nasekwandiseni ubudlelwano phakathi kwamaqembu, futhi ke kungahlanganisa onke amaqembu athintekayo ngomoya omuhle nowesekelayo.*

- **Ukuxazululwa kwezingxabano phakathi ezinhlanganweni, kumbandakanya izinxushu nxushu ezidalwa ukubhangqwa kwezinhlangano, ukungezwani phakathi kweminyango, kanye nokungezwani ngezabasebenzi, nokunye okunjalo.** *Isibonelo senqubo entsha→ Siye sikhombise ukuthi lokhu kushayisana kwemimoya kuye kudalwe kanjani "yimimoya emibi" esuke ivunguza enhlanganweni nasenkampanini, nanokuthi ingasetshenziswa kanjani ngokwezinhloso zokunonophalisa imibono yababambe iqhaza mayelana namandla nokungase kwenziwe ngempulelo yinhlangano yabo esikhathini esizayo.*

- **Izindlela ezinokulandelwa kunakekelo mpilo**. *Isibonelo senqubo entsha→ Sikhombisa ukuthi bungaqondwa kanjani ubudlelwano phakathi kwamasiko ehluka hlukene, kweziguli, kwabahlinzeki*

zinsizakalo zezempilo, kanye nezindlela zokwelapha ezehluka hlukene, njengengxenye yesimo esikhona nesidinga ukuzimbandakanya kwabo bonke abathintekayo ukuze kwakhiwe ikusasa elisimeme.

- **Izindlela ezintsha zokumbandakanyeka kwabathintekayo ezinhlelweni zezemfundo**. *Isibonelo senqubo entsha→ Othisha, abafundi, kanye nabasizi-zinhlelo baye babelane ngezikhundla nangamaqhaza okungasiza lapho kwakhiwa izinhlelo zokufunda, lapho ukwakhiwa komphakathi, ukuthuthukiswa komuntu ngamunye, kanye nokufunda okulandela uhlelo lwendikimba ethize kuye kwakhiwe njengembumba.*

- **Uxazululo lwezingxabano emsebenzini**. *Isibonelo senqubo entsha→Sikhombisa ukuthi ingxabano eba khona phakathi kwabantu emsebenzini iphelela kubo, kodwa ayikapakeli enkampanini. Lokhu kuqwashiseka nalolu lwazi kungaqala kusetshenziselwe ukudambisa ukuphakama kwemimoya okwesibili kusetshenziselwe ukweseka intuthuko yonkana yenkampani esikhathini esizayo. Laba abaxabene banokubamba iqhaza ohlelweni kuzona zonke izigaba.*

- **Imibono emisha mayelana nokuxazululwa kwezinkinga ngobuchwepheshe bamakhompyutha nohlelo lwe –internet nokwakiwa komphakathi ongaxoxisana ngaphansi kwalobu buchwepheshe.** *Isibonelo senqubo entsha→ Sikhombisa ukuthi imibono engaphansi komkhakha wesixaxa, enjngomqondo womhlaba omncane kumbe umqondo wamazinga okuhlukana yanda kanjani lapho uyihlanganisa nomqondo wamazinga amathathu, ozofunda kabanzi ngawo ekhasini elilandelayo*.

- **Ukungenelela ngesixazululo phakathi komhlukumezi nomhlukumezwa.** *Isibonelo senqubo entsha→ Siveza okuye kwenzeke lapho umuntu ezizwa enentshisekelo yokuziphindiselela nalapho enesazela ngesenzo esithile ukuze sikusebenzise njengezikhali zokwakha uxolelwano kanye nezixazululo zobulungiswa*.

Izinsika nesisekelo zika Worldwork – Umqondo, iNdlela yokwenza, kanye nomzila wentshisekelo yomuNtu

UMqondo ka Worldwork

uMqondo ka Worldwork ubuka wonke umuntu ngamunye, iqembu ngalinye, nesehlakalo ngasinye njengamaphuzu asemqoka kwikusasa elifufusayo lomphakathi nelomhlaba. Wehlukanisa phakathi kwezigaba ezintathu, thina esiye sizicabange njengemihlaba ehambisanayo.

Izigaba zokuqala ezimbili zichazwe njengalawo maphuzu amaqembu nezinhlangano alinganisekayo nalawo angelinganiswe. Isigaba esilinganisekayo sakha ukuvumelana, okunesimo esinezingxenye ezinjemaqiniso enhlangano leyo, kanjalo nokwakheka kwenhlangano, izinjongo zamasu-mgomo ayo, ukwenza okungcono kunakho konke kokufinyelela kulezo zinjongo, nokunye okunjalo. Izingxenye ezingalinganiseki ke zona zakhiwe amaphuzu anjengokucinana kwemizwa, efana nokuba nesasasa, umona, ukuzabalezela amandla, nokunye okunjalo. Esigabeni sesithathu, uMqondo ka Worldwork umbandakanya ukuqwashiseka ngokuxhumana okukhona phakathi kwawo wonke umuntu nakho konke okumzungezile, okuyisigcawu esihlanganisa konke, lapho kungasekho kuphazamiseka kokungezwani nokuphambana ngemiqondo.

Lezi zigaba ezintathu zibonakala njengemiqondo esemqoka ngokulinganayo. Yimihlaba ehamba ngokulinganisana, kepha ebonwa kuphela umqondo ka Newton njengengase kube iyashayisana kumbe engenzi mqondo. Umqondo we Quantum, oqwashisekile futhi ovulelekile kumkhuba womhlaba wokuthanda ukuziphinda phinda, uzibuka kanye kanye lezi zigaba, nangokugxila okuguqu guqukayo kanti ushwibeka phakathi kwazo ngaphandle kwenkinga. Lomqondo, kanye nendlela yokwenza elandelwayo, kungaba izibonelo ezinokusetshenziswa ukuxazulula izingxabano kanye nasekwakheni ubudlelwano nokubambisana phakathi kohlangothi olucabangayo lwenhlangano olusebenza ngamaqiniso, kanye nalolo olulandela imizwa ngaso sonke isikhathi uma lwenza izinto.

Zontathu lezi zigaba ziyasebenzisana zakhe isithombe esikhombisa uhlelo olwakhayo futhi olunomqondo, oluthi lubheka ikusasa lube selubukisise nomlandu. Ukubhekisisa lencazelo kusivumela ukuba sibambisane ekwakheni ikusasa elifufusayo, nokuba siqaphe izehlo okubukeka songathi aziqondene futhi zingase ziphazamise, lokho kwakhe isithombe esikhulu nesicacile. Kusukela kulomqondo ke, sithola ukuthi iningi lezinkinga linezisombululo ezakhele kuzona.

Indlela yokwenza elandelwa u Worldwork

INdlela yokwenza elandelwa uWorldwork imbandakanya imiqondo, izinqubo, kanye nezindlela zokungenelela ezisiza izinhlelo ezifufusayo kuzona zontathu izigaba, kanye nasekusizeni izinhlangano ekwenzeni izinguquko ngesibomu nangenhloso yokuvumela ubambiswano ekwakhiweni kwekusasa lazo. Esikhundleni sokusebenzela ukunqoba izithiyo eziyisivimbelo phakathi kwethu nezinjongo zethu, siye sithole sihlonze leyo mingenela ezihlelayo ekhona phakathi emaqenjini bese sizisebenzisa lezo zimo njengemigudu yokuchusha eya kumihlaba ehambisanayo.

Eminye yemiqondo ka Worldwork, njengomqondo womkhathi oku "physics", inomsuka kusayensi yesimanje manje. Ichaza yakhe isimo lapho sibona khona izidalwa ezithize ziba nomthintela kwezinye ngaphandle kokuba zithintane okwangempela. Isibonelo salokhu kungaba amandla kazibuthe adonsela into enesisindo kuhlangothi oluthize bese iba namandla kwezinye izinto eziyizungezile ayidonsele kuzona ngaphandle kokuba kuze kube khona ukuthintana nazo. uMqondo omdala wamaShayina kaTao nawo ungabukwa njengento ethi ayifane nalena. Ngokwalomqondo ka Tao okungexoxwe kuthathwa njengesimiso mgomo esihlela ubunjalo bezinto. Yize kungebonwe muntu futhi kungethinteke, kunomthelela kuyona yonke into. Lezi zindima ziye zihlele yonke impilo yenhlangano, zisenze sizizwe singenamandla okufaka umoya nokuba nomthelela kumaqembu esiyingxenye yawo kumbe lawo esiwaholayo mbala.

Eminye imiqondo ka Worldwork isike yasetshenziswa eminyakeni engamakhulu khulu eyedlule kumasiko aphathelene nemimoya kanjalo nalawo angawemvelo emhlabeni jikelele. Isibonelo kungaba umqondo wokuphupha (dreaming) – njengalo siwusebenzisa kwa Worldwork — udabuka kubahlali bendabuko base Australia. Uchaza ngohlelo lokwakha izithombe ngqondo esizithola siyingxenye yalo, kuzenzekela kumbe sikwenza ngenhloso. Noma-ke, uma sikubeka ngenye indlela lokhu, lomqondo uhlanganisa ikhono lezinhlelo zokuzihlela zona zisondelele ekulinganeni kwesimo singaguquki kanye nomqondo wokuqwashiseka kanye nokwenza okunomqondo okusobala.

Umbono wokuthi sinokubuka "ukuphupha" (dreaming) kwenhlangano uchaza ukuthi uma siqaphela ukuthi inhlangano ngesinye isikhathi iziphatha njengohlaka olunenkululeko yokuzilawula, kakufanele ke sicabange sengathi ifana nemoti engenamshayeli enokuphaphalaza noma inini, kodwa kufanele siyibuke njengohlaka olunomdlandla olulandela ubuhlakani balo, obumazombe zombe kodwa obuwenzayo umqondo—okuyizinga okungavamile neze ukuba kufinyeleleke kulo ngokusebenza kwemiqondo yababambe iqhaza.

Omunye umqondo we Worldwork, i “ghostrole,” (okuchaza izinto amalungu aye aziyamanise nazo uma zihlukaniswa nalezo ehlulekayo ukuziyamanisa nazo), wehlukanisa izinga iqembu eliye liziyamanise ngalo nezehlo ezithile lapho libambe khona iqhaza. Njengalapho amanye amalungu enhlangano enokusebenzisa igama elithi “thina” uma ekhuluma ngento aziyamanisa nayo, kodwa asebenzise elithi “inhlangano” uma ekhuluma ngento ezwa sengathi akukho semandleni awo ukuyilawula. Isitatimende esithi “sonke sisebenze ngokuzikhandla, kodwa inkampani ayikuboni ukuzikhandla kwethu”, kuyisibonelo esihle salo mqondo. Lapha ke, “inkampani” yethuleke njengomoya othize omumbi ongakuthokozeli ukuzikhandla kwabasebenzi—okungumoya ongekho kepha obonakala uwaphazamisa amanye amalungu. Uma singahle siyinike izwi le “mimoya”, amaqembu angazithola ekwazi ukuvumbulula amakhono awo afihlekile kanye nenhloso yezimpilo zawo. Kulokhu ke, singenza isibonelo sokuthi amalungu angadlala umdlalo la ezoba neqhaza lokuba yilomoya omubi oyinkampani, bese kuthi ngokwenze njalo abone ukuthi kunesidingo sokwenza izinguquko enhlanganweni ngokuncoma kakhudlwana iqhaza lalowo nalowo msebenzi.

uWorldwork uchaza isimo lapho iqembu lizithole libhekene nezinselelo zokuziyamanisa nemiqondo ethize kumbe izehlo ezithize ezintsha kulona njengo **nqenqema (edge)**. Kusibonelo esingenhla, unqenqema (edge) lwalawa malungu ukuziyamanisa nokuba yileyo nkampani akholelwa ukuthi iyawahlukumeza. Ngokwenze njalo, izinguquko enhlanganweni zingenzeka ngaso leso sikhathi salowo mdlalo kulabo ababambe iqhaza, ngokuthi balibone igugu lomunye nomunye.

Ngoba unqenqema (edge) kuyilona okugxilwe kulo futhi okubhekwe lukhulu kulo malungana nokuletha izinguquko futhi luseduze kakhulu nokuzihlela kwenhlangano, luye lubonakale njengendawo lapho izinto zingahle zibhede khona zingabuye zilawuleke.

uWorldwork uqukethe uhide lwamasu kanye nezindlela zokungenelela ezihambisana nezehlo okuye kuhlangatshezanwe nazo kuzigaba ezehluka hlukene ezithi kazifane nalezo ababambe iqhaza abaye bahlangabezane nazo ngempela. Ngenxa yokuthi amasu okungenelela, axhunyaniswa ngqo nezehlo ababambi qhaza abaye bahlangabezane nazo, amalungu amaqembu kawaphoqelekile ukuba azibophezele kumqondo ka Worldwork. Leli lisu lisemqoka nakakhulu esigabeni sokuxazululwa kwezinxushu nxushu.

uWorldwork njengoMgudu woGqozi neNtuthuko yomuNtu

isiNqumo somuntu sokuba ngumholi, sokwelekelela izinhlelo, kanye nokuzimbandakanya empilweni yenhlangano nakweyomphakathi kusuke kunesisusa sentshisekelo ejulile. Ubizo okuyilona lokhele lesi sinqumo sokusebenza kulomkhakha luhlela lubuye lwelekelele inyathuko yomuntu yokufunda lubuye lukhombe ukuthi intuthuko izobheka phi. Ukufunda,

ngokubona kwethu, kusekeleke ikakhulukazi ekuxhumaneni nalolu hlelo olwenzeka ngaphakathi kumuntu, nokuzitholela ubuyena nobudlelwano bakhe nomhlaba, kanjalo nobudlelwano bakhe nenhlangano ethize. Ukufundisa kungukwelekelela uxhumano phakathi komfundi nenyathuko yakhe. Umzila wentshisekelo uyawubophezela lomqondo, indlela yokwenza, kanye nesidalo somelekeleli/umholi/isazi ukudidiyele konke ukufake endaweni engenamkhawulo, kanti futhi ungumthombo wemimoya mqondo kanye nemizwa ezwiwa yilowo nalowo kithi emsebenzini wethu. Ngokumisa izinhlelo zokuqwashisa zibe yinsika yokubuka kwethu, ucwaningo, noxhumano phakathi kwethu, sifunda ukukholelwa kumakhono esinawo esidalo, kanti singakwazi nokuzakhela ukwethenjwa nobuhlakani bemizwa okuyikhona kuhlanganisa indlela yokwenza kanye nomqondo kube yindlela yokuphila. Izindlela zokwahluka esisebenza ngazo, selekelele ngazo izimo, sihole ngazo, zingehlukaniswe namagugu ethu ayindikimba yezimpilo zethu, iqhaza lethu kuyo, kanye neqhaza lethu emhlabeni wonkana jikelele.

Umlandu wokuThuthuka kuka Worldwork

uWorldwork uyindodakazi yomqondo othiwa nguProcesswork. Yomibili lemi qondo igxile eqhazeni lokwaziseka ngokuthi sikwenza kanjani ukuthi sibone ubumqoka bamaphuzu anokulinganiswa nobalawo angelinganiswe. uProcesswork wasungulwa ngu Arnold no Amy Mindell kanye nabalingani babo futhi usedlondlobale kuleminyaka engu 30 eyedlule waze waba umqondo onommongo nonesisindo owethula ucwaningo oluseqophelweni ngesimo sokuqwasha ulufake kuluhlaka lwesimanje, lokho kulethe umuzwa omusha kumikhakha ye physics, mathematics, ezemithi, ezengqondo kanye nocwaningo ngokwenza kwabantu behlangene.

uProcesswork waziwa kakhulu njengohlaka olunommongo kwezokwelapha imiqondo olungasetshenziselwa ukuthuthukiswa komuntu, kanti lomqondo ubuye usetshenziswe kumikhakha eyehluka hlukene, njengakumsebenzi wokucubungula izimpawu zokugula emzimbeni kanye nezimo zokuquleka okujulile, kanjalo nasemagunjini okuhlinzela abagulayo, kubenzi bama filimu, nakubadlali bemidlalo yase steji.

uWorldwork waqembuka kuye u Processwork eminyakeni eyi 15 eyadlula, kanti sekwacwaningwa ngaye, kwabhalwa ngaye, wahlolwa, futhi wathuthukiswa ngawo Arnold beno Amy Mindell kanye nethimba lika Worldwork. Bobabili oProcesswork beno Worldwork bayimiqondo efufusayo, okuhlala kuqoshisanwa ngayo futhi ede iguqu guquka. Uyamenywa ke ukuba ubambe iqhaza kwezinye zezingxoxo ezizokwenzeka ngobuchwepheshe be-internet ukuze nawe uphose itshe esivaneni sokuthuthukiswa kwalemiqondo.

Ulwazi olwengeziwe kanye nokuQeqeshwa

Thokozela ukutshuza ushwibeke ke kuleli khasi, kanti uma udinga ulwazi olwengeziwe ngo Worldwork, landela izixhumanisi eziyoya zikuwezele emtapweni kanye nakwezinye izizinda zalolumbimbi ezizokukhombisa nezincwadi ongazifunda kanye neziqephu ezishicilelwe kumaphepha bhuku ngaphansi kwalesi sihloko, kanti uyokuxhunyaniswa nezinye izizinda zenxanxathela yolwazi ehamba ngomoya – kumbandakanya ikhasi eliveza abasunguli balomqondo – ungaxhumana futhi namaqembu adingida izihloko ezithile eziqondene noWorldwork kanye no Processwork. Izixhumanisi ezikulesi sizinda zizokuholela kwezinye izinhlelo eziningi ningi zokuqeqeshwa kanye neziqu zokufunda okukhona phakathi kwazo uWorldwork emhlabeni wonke, kanti ungaholelwa futhi nakwamanye amaqembu ezingxoxo ngezihloko ezinobudlelwano nalomqondo.

Incazelo emfushane

uWorldwork = indlela eyisphesheli yokusebenza ngezasemhlabeni nezomphakathi

Deep Democracy/Intando yeNingi eJulile = Imigomo yentando yeningi kodwa engalawulwa yintando yeningi, kodwa embandakanya imibono yawo wonke umuntu.
Process-oriented/Okugxile kuzinhlelo = umbono obuka impilohhayi njengohide lwezithombe, kepha njengento ehamba ilandele uhlelo oluthize sakugeleza
Dreaming/ukuphupha = Itao engachazeki (Lao Tse
Ghostrole/iqhaza lesipoki = Umbono kumbe isehlo esithule, umuntu kumbe iqembu elingakwazi ukusichaza ngaphandle kokwephula isivumelwano salokho okwamukelekile nokuvumelekile

Edge/unqenqema = lapho amaqembu kufanele ashintshane ngamaqhaza ukuze lokho kuvumele izinguquko ukuba zenzeke.
uProcesswork = Umqondo obanzi wokusebenza ngezehlo zempilo, kanti omunye umkhakha ongumunxa wawo ngu Worldwork, yena osebenza ngezingxenye zempilo eziphathelene nemiphakathi nokuphilisana kwabantu