

## Facilitating organisational change to operating on partnership values

The style of a culture pervades every level. A healthy society will operate on partnership/respect values rather than domination/control (c/f Riane Eisler *The Chalice and the Blade*).

Businesses, schools and government function demonstrably better when their leaders operate on partnership values. Changing from a dominator mode to a partnership mode in organisations is always improvised. A brilliant book about how one company did it is Ricardo Semler's *Maverick*.

### Citizen leadership

- Hosting discussion groups
- Presenting *Orienting to Creating a Viable Future*
- Engaging other people in the project of intentionally creating a viable society.

### Concluding remarks

As is evident, this list goes far beyond changing light bulbs, and doubtless many other initiatives are possible that are not on this list. We need to change the spiritual direction and practical operation of our entire society. It is important to do what we can within our sphere of influence.

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## Personal training

We must become the kind of people who can create and enjoy a sustainable society

### **Cognitive training**

- Developing a big picture integrated understanding of how our whole system works
- Understanding the Partnership-Dominator distinction in depth
- Rethinking economics

### **Developing advanced thinking skills**

- The Natural Step (a reality based systemic understanding of what ecological sustainability actually is)
- Systems thinking
- Creativity

### **Developing partnership relating skills**

Training in disciplines such as Creative Conversations, improvisational acting, Synectics, Parent Effectiveness Training, Non-Violent Communication, Crucial Conversations, Aikido, Tai Chi, the Feldenkrais method of body awareness, Christopher Alexander's approach to architectural design, and permaculture. All of these help us get better at the goodwilled collaborative relating, and increase our personal sense of aliveness and wholeness.

### **Becoming emotionally centred**

Helpful techniques include:

- Emotional Freedom Techniques (EFT)
- Non-Violent Communication
- Crucial Conversations
- Crucial Confrontations
- Psychotherapy
- Meditation

### **Powerfully opening your heart chakra**

If you have access to a way to open your heart chakra, this is one of the more powerful things for becoming the kind of person who can create and enjoy a viable society.

### **Facilitating the kind of processes listed above**

And linking them to the cultural project of evolving a healthy society

# Modes of involvement in creating a viable society

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Many people ask, "What can I do?" Actually, there is a lot – if we are willing. Here is a schematic list.

The first thing is getting clear about the goal.

## The Goal

For those of us who care, I suggest that our proper goal is to catalyse the evolution of a viable society – a society that is ecologically sustainable, socially healthy and indeed spiritually fulfilling.

This could also be described as *catalysing a whole system change to sustainable wellbeing* based on partnership/respect values rather than domination/control values.

Paul Raskin calls it *The Great Transition*. David Korten calls it *The Great Turning*.

This goal is important. It is what we actually want: a viable society. If we go for less we will never get a sustainable society. Piecemeal changes won't do it – and time is short.

## Modes of involvement in creating a viable society

### Spiritually align with the goal

It appears that almost nobody believes that actually making a viable society is possible. The very prospect brings up cynicism, despair or avoidance. Yet our intention does shape reality. Simply holding the goal in your own consciousness as an intention is a contribution. Possibilities will appear.

### Asserting the goal in public forums

The current most publicly proclaimed goal in our global society is *economic increase*. Pursuing this goal will destroy us.

Therefore people need to hear the life enhancing goal of creating a healthy viable society over and over, so that they become used to it, find out what it means, allow themselves to be excited by the hope implicit in it, and make it happen. This is the great destiny of our generation. We are not alone.