Conscious Organizations – Organizational Consciousness

Instant Transformation - A new approach to create tomorrow's organizations today
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Organizations are facing huge challenges..

They find themselves in an ever changing and fast moving world

The management logic and systems are outdated: plans, budgets, numbers, prediction & controle doesn't work, but are still being enforced.

People feel disengaged, frustrated, not empowered, not appreciated, burned out.

The focus on the creation of shareholder value has led to the exploitation of humans, nature, suppliers and sometimes even customers.

The overall volatility and complexity creates ever more confusion and disorientation enforcing old patterns of looking for security in rigid management systems.

The focus is on technical & economic development

While technology, processes and systems have been developed at an incredible speed and effort, little to no focus has been put on the development of what we call personal and organizational mastery. People have not learned how to deal in that hostile environment.

Many organizations seem like artificial places, where people behave in a denaturalized and artificial way.

Many problems like the lack of creativity, innovation and engagement are no technical problems.
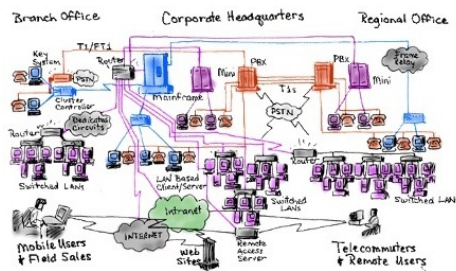
People feel isolated and separated.

People feel separated, isolated, alone. This leads to mistrust and an even stronger disconnect between people, functions, business units and to customers.

In this dual thinking of I vs You, We vs Them, leads to mistrust, communication problems, hunting & blaming, fear and cover my ass mentality.

Projects are started to „fix" that problems: Culture & Value projects: behaviours are defined, people are asked to change their behaviours.

Most of these processes take a lot of effort, long time, and are very linear: they try to establish eg."trust" as value. But it can not be asked and prescribed, as trust is the emergent result from the feeling of connectedness.

Projects and words fail to reach people on an emotional / spiritual level.

New organizational models are being explored

Organizations are not delivering results any more: they are too slow, to unflexible and so are the structures and the „old" industrial paradigm of hierarchy and line of controls and order.

The current state of the art organization development looks basically in the creation and invention of „connected", „agile", flexible, sociocratic etc models. Wholeness, purpose-drivenness and self-drivenness are the new underlying principles.

The main focus lies again on „technical" questions: how to hire people, incentive systems, meeting designs, role descriptions, organizational processes of communication and interaction. The definition of a common core-purpose that connects all parts of the organizations. The definition of common behaviours, values, principles.
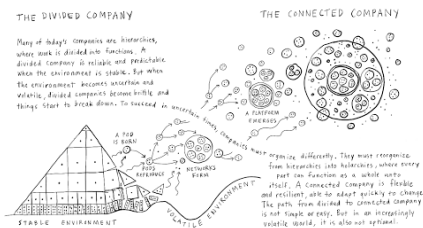
... But problems cannot be solved in the same space in which they appear

We think all of that is important to bring new spirits and possibilities into social systems. They help to make something new workable.

Nevertheless the solutions are still engineered in the same space in which the problems arise.

This is why it takes so long and so much effort with little results so far. We would say: you are looking in the wrong space.

But still they do not adress the underlying problem of the duality and all deep sense of separatedness.

Where problems appear and where they are being adressed

Where the source lies: in the missing sense of connection and in the illusion of separatedness as person, between people and organizational „units"
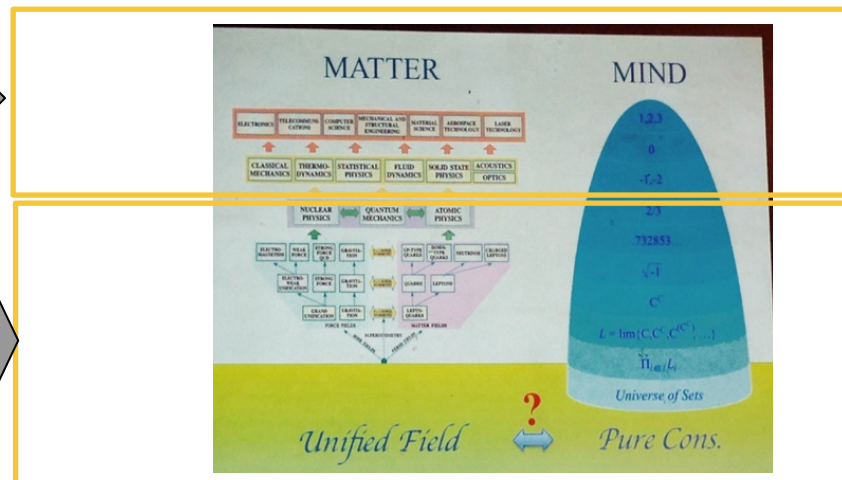

Chart shown by John Hagelin at SAND Italy 2015

Transformation results from a deeper experience and sense of being and connection – we call this organizational consciousness or conscious organizations

„Technical approaches" are necessesary to make transformation workable. - but a deep sense of connectedness is needed to make it possible.

The experience of pure being, awareness and consiciousness on an „individual" and „Collective" level.

Exploring into consciousness of being and a deep connection is the basic key to developing a culture of trust, understanding, connection, creativity and happiness.

Organizations need consciousness of their own true nature. Stillness of mind, self-exploration and changing the state of mind is also possible on an collective organizational level

For us this is the most clear and obvious way to look. While all consultants and management thinkers are looking for enforced solutions on the „solid" level of „matter", they missing out the power coming from the deeper levels of consciousness.

John Hagelin made an interesting point: The deeper you go, the more powerful you get: gaining energy on the surface (coal) versus on the atomic level. The deeper and smaller you go the more energy you release. There is no point to talk to the stone on an „abracadabra" level: he doesn not even understand you and will not turn into gold. The real powerful transformation work wehen accessing deeper levels of consciousness.

# Direction of Life: BEING – DOING - HAVING

While most people and organizations focus on what they want to have and what they have to do, we see this is the direction of thinking.

Life just works the other way round:
We start to realise, that we need to focus on our BEING. That we start DOING differently and our HAVING will be new and changed.

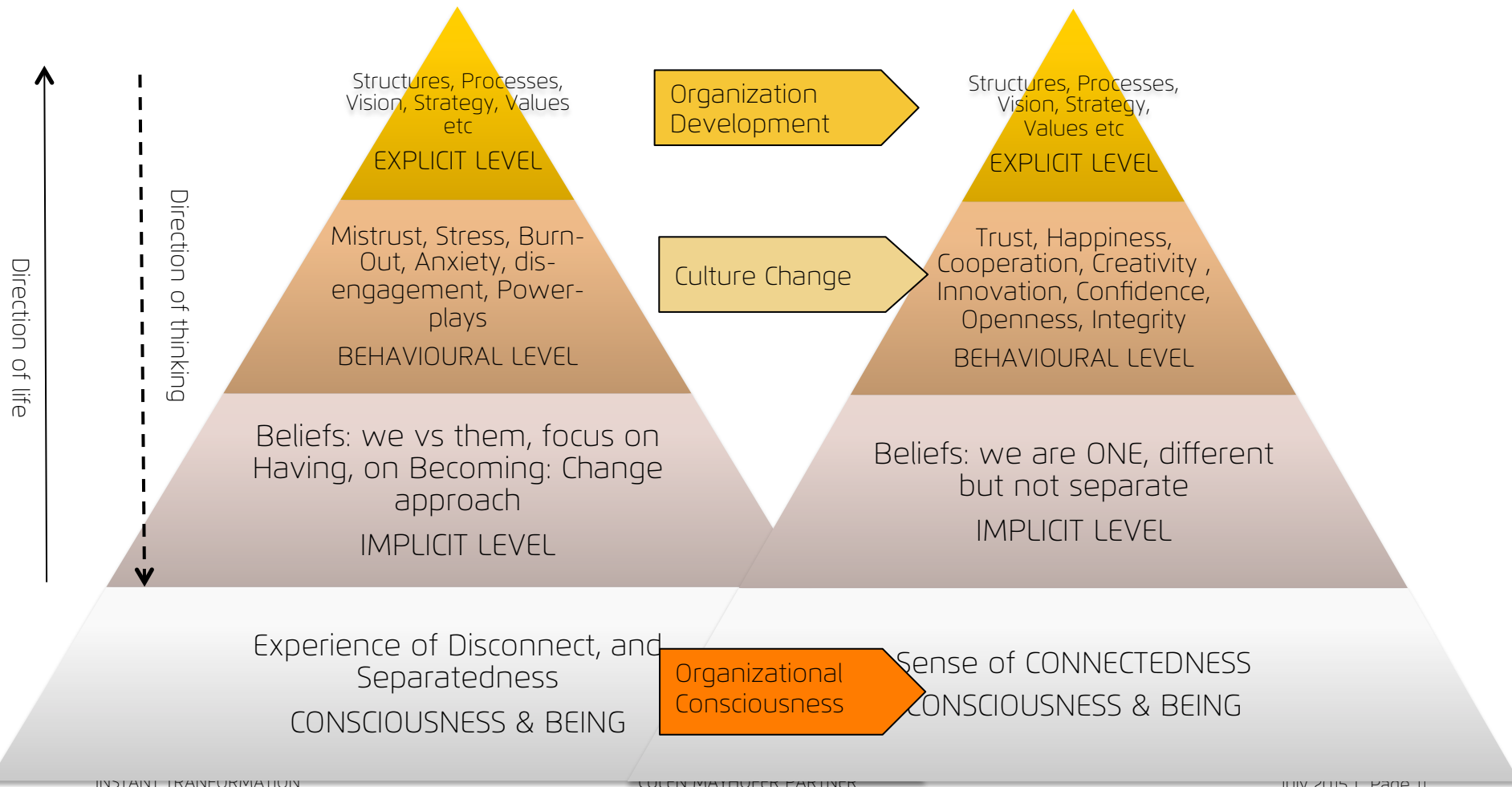| State of HAVING |
| State of DOING |
| State of BEING (connected) |
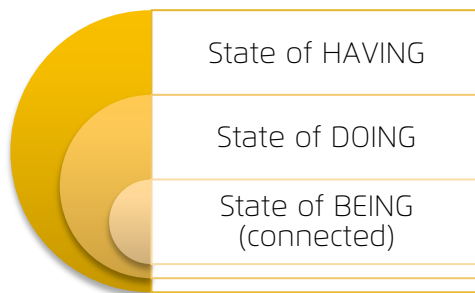
Stillness, meditation, inquirey & joint exploration
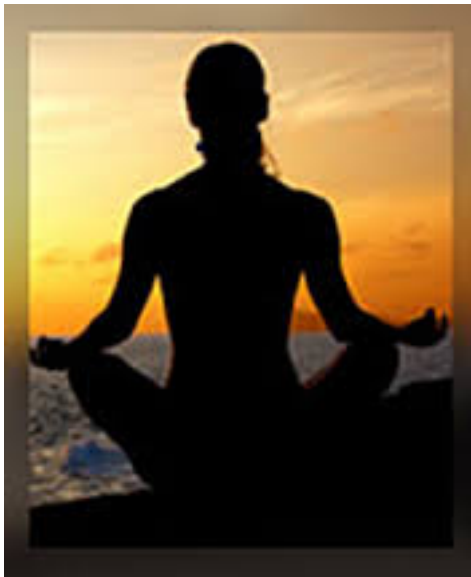
Meditation is working on the individual level :

- We found differences in brain volume after eight weeks in five different regions in the brains of the two groups. In the group that learned meditation, we found thickening in four regions:
- 1. The primary difference, we found in the posterior cingulate, which is involved in mind wandering, and self relevance.
- 2. The left hippocampus, which assists in learning, cognition, memory and emotional regulation.
- 3. The temporo parietal junction, or TPJ, which is associated with perspective taking, empathy and compassion.
- 4. An area of the brain stem called the Pons, where a lot of regulatory neurotransmitters are produced.
- The amygdala, the fight or flight part of the brain which is important for anxiety, fear and stress in general. That area got smaller in the group that went through the mindfulness-based stress reduction program.

- And on the social level, as orgazizations act like neuronal networks.

- So the benefits are individual as well as collective

In a nutshell...

Left pyramid:

Structures, Processes, Vision, Strategy, Values etc
EXPLICIT LEVEL

Mistrust, Stress, Burn-Out, Anxiety, dis-engagement, Power-plays
BEHAVIOURAL LEVEL

Beliefs: we vs them, focus on Having, on Becoming: Change approach
IMPLICIT LEVEL

Experience of Disconnect, and Separatedness
CONSCIOUSNESS & BEING

Right pyramid:

Structures, Processes, Vision, Strategy, Values etc
EXPLICIT LEVEL

Trust, Happiness, Cooperation, Creativity , Innovation, Confidence, Openness, Integrity
BEHAVIOURAL LEVEL

Beliefs: we are ONE, different but not separate
IMPLICIT LEVEL

Sense of CONNECTEDNESS
CONSCIOUSNESS & BEING

Arrows:
- Organization Development
- Culture Change
- Organizational Consciousness

Left side labels:
- Direction of thinking
- Direction of life

BLOG POST:
So stop changing and start being

- Most people and organizations know exactly, what and who they want to become, but they have no idea what and who they are. Instead of accepting, that change is the natural result of a conscious life and evolves by itself, we put it into concepts, tools etc.

- **1. Enforced Change - change as goal:** People and Organizations identify a problem, they identify a future desired state, they define activities, plans, strategies, whatever to get there. This might lead to somewhere, but seems always associated with pain, loss, discipline, working against your own identity. You need to force others and yourself. It doesn't come naturally, but is the result of rational thinking. The motivation is the "fixing a deficit". We all know our plans to lose weight, change eating behaviors, transform organizations. We all know the struggle with enforced change for the good, but poor results, self-blaming or stuck in the middle outcomes. And sometimes it really works, but only for the real great people, very disciplined ones :). The others will always quite not be there.

- **2. Change from "being"- change as result:** magic happens while you stop wanting things to happen and to change and instead start to feel how it feels to be in the present. When you sit still for some time, when you start being before you want changing. When you start questioning and sinking into yourself for a while you will start to sense yourself in a totally new way. You will not need a diet protocol, but you will sense what you want and what is good for you. You will automatically take different choices. Same for organizations: as soon as they understand, what they are, what their purpose is, what is important to them, they will at once get a clear understanding and a natural sensing for the right decisions, for the best suited people and how they deal with their clients and stake-holders. As soon as you are conscious of your being, change will be a natural result.

- We are human beings - not human doings