

Mercy MOMENTS



Next-level organisations

Earlier this year, in an episode from the Sounds True: Insights at the Edge podcast host Tami Simon explored the writings and wisdom of Frederic Laloux “a sensitive visionary” with a “way of seeing not just what’s breaking down in our cultural institutions, but what wants to be born. He’s applied his very sharp intelligence and good heart to organisational life, to business life, and what might be possible for the organisations of the future to reflect the deep spiritual growth and the growth of human consciousness that we’re now undergoing.”

Frederic Laloux, originally from Belgium, wrote the book, *Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage in Human Consciousness*.

In the interview Laloux suggested, “The organisation has its own soul, its own sense of direction, its own sense of what it wants to manifest in the world. And that we’re there to help it achieve that, to listen to where it wants to go.”

Laloux researched many organisations who “dared to leave behind an old paradigm and experiment their way to a new one.” In his research he outlines three major breakthroughs shared by these organisations: self-management, striving for wholeness, and listening to evolutionary purpose.

One organisation he studied in France worked on the premise that unlike most organisations which look five years ahead and plan for the next year, we need to think like farmers, to look 20 years ahead and plan for the next day.

This new thinking informs and challenges leadership for mission in our ministries. If we are to live mission we must empower all in the ministry to play a part and to be involved, to see themselves as living the mission in everything they do. This involves daily nurturing and investment in people who will grow organisations which embody mission and justice.



Visionary founders or leaders talk about their organisation as a living system, as a living entity, as an ecosystem, and use images and language and metaphors from nature ... the heart of the organisation, the mind of the organisation, the gut of the organisation.

Laloux believes that a whole new shift in consciousness is currently underway that will result in a radically more purposeful and spiritual way to run our businesses, non-profits, schools and hospitals.

Laloux challenges the status quo and asks, “Can we create organisations free of the pathologies that show up all too often in the workplace? Free of politics, bureaucracy, and infighting; free of stress and burnout; free of resignation, resentment and apathy; free of posturing at the top and the drudgery at the bottom? Is it possible to reinvent organisations, to devise a new model that makes work productive, fulfilling and meaningful? Can we create soulful workplaces where our talent can bloom and our callings can be honoured?”

May all of us avoid, and help others to avoid, habits and ways of acting typical of a court: intrigue, gossip, cliques, favouritism and partiality. May our language be that of the Gospel: “yes when we mean yes; no when we mean no”; may our attitudes be those of the Beatitudes, and our way be that of holiness. Let pray once more: Merciful God, by your help, may we be ever attentive to the voice of the Spirit.

Pope Francis, Consistory,
22 Feb, 2014

> Reference: <https://www.soundstrue.com/store/weeklywisdom?page=single&category=LATE&episode=13815>