

Next Level Organisations - Part 2

Frederic Laloux, author of *Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness* poses another question for us to ponder:

What would organisations look like, if they were founded by people who have done a bit of inner or spiritual journeying, and look at the world from a different perspective?

Laloux discovered that many visionary founders turned the tables on historic models of business and moved away from a structure that incorporated “just a collection of people and assets that we have to steer with strategic plans.”

In this edition of Mercy Moments we unpack the three breakthroughs commonly present in the organisations Laloux researched: an evolutionary purpose, striving for wholeness and self-management.

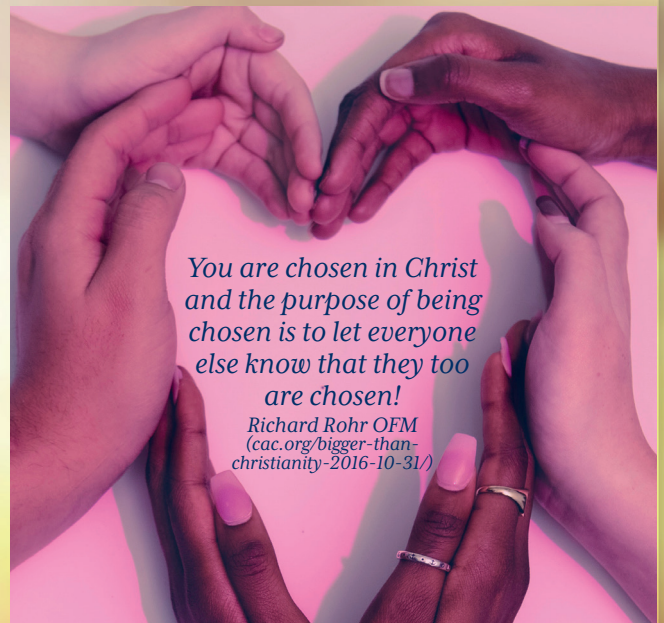
The **evolutionary purpose** means that the organisation is “imbued with its own sense of purpose and... in a much humbler way trying to see what would be the right decision... trying to seek guidance from the organisation itself.” There’s still very much a notion of looking ahead and having a sense of where the journey goes, but it’s a journey characterised by sensing and responding and picking up new signals, in the same way farmers “look 20 years ahead and plan for the next day.”

Striving for wholeness is based on creating a space that feels safe enough for people to start to show up whole. For thousands of years, in spiritual circles and through personal development workshops, safe spaces have been an integral focus as it allows people to show up in a more authentic way. In this new organisational space there is a great need for the presence of an organisational leader or facilitator, who has the capacity for compassion, love and for welcoming everything that is to be welcomed.

Laloux’s research showed these organisations, envisioned, designed and created:

*extraordinarily vibrant and productive systems that operate with distributed authority... and very clear rules of the game of who can make what decision, based on what criteria... Where people distribute these roles, rotate them regularly... get training in the processes of **self-management**, and then they just go out and do their work. It’s incredible how productive they can be when they’re no longer distracted by the politics and power games that you typically have with managerial positions.*

When we stop operating within the boxes of the organisational chart and we no longer have fixed job titles and job descriptions, we are able to act in more flexible ways and pursue the roles that suit our strength. And people who might otherwise be deemed insufficient in a particular job, find places where they really can contribute.



*You are chosen in Christ
and the purpose of being
chosen is to let everyone
else know that they too
are chosen!*

*Richard Rohr OFM
(cac.org/bigger-than-christianity-2016-10-31/)*

REFLECTION

- > Where in your ministry can you create a safe space and encourage self-management? What would looking 20 years ahead bring to bear in your ministry?
- > Reference: SoundTrue Podcast <http://tiny.cc/bwc8bz>, Next Level Organisations Part 1 <http://tiny.cc/tyc8bz>

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