

# Reinventing Organizations

Tags: [#organizational-change](#) [#organizational-culture](#) [#inclusion](#)

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## Dialogue

### What wholeness means — and why it matters.

There's a subtle pain of not tapping into wholeness. What's the pain?

It starts with you. How do you begin to discover it for yourself?

Questions:

- Can you remember times you can be fully yourself?
- What do you long for?
- What do you no longer want?
- In what ways are you already showing up whole?
- What parts of you are hiding?
- What fears might hold you back from inviting other people to show up whole?

### Cultural barriers to wholeness

In many orgs. there are cultural barriers to wholeness. What do those look like?

Culture accepts and rewards people who show up in some way - and doesn't accept people and shames when they show up in another way.

Example of organization that you can't talk about feelings.

Question to ask --> What's collectively unavailable in your organization?

In most organization we adhere to a dominant culture. You might not even notice the need to code switch.

Goal --> Create a culture where people don't need to code switch.

### How to talk about wholeness

There's a choice a make of starting about it or just doing it. Tell me about that distinction and why you might go either way...

Do you need to talk about it or just do it?

The value of everyday language

Talk about it through stories:

1. Your personal history
2. History of the organization
3. Purpose of the organization - why is it important for people to be able to show up whole?

## Role modeling wholeness

Lead and not react

Leading - set the tone

Not reacting - come from a place of openness

Leaders need to both lead by setting the tone for wholeness and also work to be less reactive. What does setting the tone look like? How do you keep from falling victim to a reactive state of mind?

The weight of responsibility can make you fearful.

High expectations for senior leaders can get in the way.

Questions:

- What gets you into a reactive state of mind?

What helps:

- Learn to recognize in the moment when you move into closed, reflexive state of mind (practice with the bells).
- Share openly the private conversation in your head.
- If you notice a recurring pattern, do more inner work.
- Have somebody observe you and give you feedback on how your presence is affecting other people.

## Wholeness in 1:1 conversation

You can turn any conversation into a moment of wholeness

What is underneath what's being said?

Reflect what you think the other person is feeling.

Distinction --> stop talking about content and talk about what's happening.

Acknowledge/name what you're noticing.

## Wholeness in groups

A person needs to hold the space for this

People align with most powerful person in the room (so that person showing up with vulnerability is key)

**Don't disconnect this from work. Connect them!**

**What have you changed your mind on?**