

Organisatoriese Werk

To understand yourself you need to explore your inner experiences.

Likewise, if multi-leveled organizations want to know themselves, they need to explore open forums to understand their various parts. Open Forums in my definition are structured, person-to-person or cyberspace, democratic meetings, in which everyone feels represented. Furthermore, they are facilitated in a deeply democratic manner, which means the deepest feelings and dreams can also be expressed. In other words, the Open Forum is to a corporation or city as innerwork is to an individual...an organization's self-discovery process depends on openness to the diversity of its individual members, and the diversity of their inner and outer worlds.

Arnold Mindell, *The Deep Democracy of Open Forums*, p.3

Ter Plaaste Organisatoriese Opleiding

In antwoord op vrae oor die opleiding vir individuele organisasies: Ja, individuele kry opleiding in organisatoriese struktuur en groepproses. Hele organisasies kan lei in die verwerking van hul eie sake. Daar is twee basiese idees wat nuttig is vir organisasies. Die eerste is dat die organisasie self is 'n spook rol; dit beteken dat die "gees" van die organisasie is 'n rol wat verteenwoordig moet wees met sy eie stem. En die tweede basiese idee is dat ter plaaste opleiding ondersteun almal – almal leer innerlike, verhouding en organisatoriese groepproses metodes.

Wêreldwerk met die UKCP Organisasie

Arlene en Jean Claude Audergon het onlangs wereldwerk tegnieke gebruik om die agtergrond prosesse en toekomstige moontlikhede van die Verenigde Koninkryk se Raad van Psigoterapie (*Council of Psychotherapy*) uit te bring. Die Raad van Psigoterapie is die grootste organisasie in die Verenigde Koninkryk wat 'n diverse aantal beraders, sielkundiges en praktisyns teenwoordig. Die Raad se vise-president Tom Warnecke, beskryf daardie gebeurtenis in die Raad se "[Transforming Times](#)" (bladsy 38 in pdf weergawe).

Wêreldwerk en Internasionale Korporasies

Een van USB-BO se nuwe Change Leadership & Management afdeling se lede, Patricia Bastani, het 'n profiel konsep (bygestaan deur Keith R. Schlesinger) 'n paar jaar terug oor proseswerk en organisatoriese onderwys aan die Universiteit van Stellenbosch Bestuurskool, naby Kaapstad in Suid-Afrika.

A key premise of Process Work is that, "Most organisational and world leaders ... have little training in understanding people or helping groups to change". (All quotes by Mindell are from *The Deep Democracy of Open Forums* [2002]). Habits, traditions, and even some so-called best practises "unwittingly marginalize 'irregular' people, feelings and emotions while supporting the communication style of one culture over others. ... [N]onmajority feelings ... [are] simply ruled 'out of order'". The most capable people often create the most serious obstacles to progress. "[T]yrannical leaders still flourish everywhere, and most go unseen in every corner of even the 'nicest' organisations. ... Any one of us can unwittingly hurt others simply by being unaware of the powers we have and how we use them. If we are not careful, the very attempt to 'raise consciousness' can simply recycle the very abusive behaviour we hope to correct".

The path to effective organisational change lies in the Deep Democracy of Open Forums. Process Work transcends the limits of procedural governance and bureaucracy. "The Open Forum shows how to stop abuse taking place in a given moment on a person-to-person level". CLM supports and extends the benefits of Open

Forums with a variety of state-of-the-art learning and consulting interventions, including Governance Assessment”.

Gemeenskap en Hoop: Haida Gwaii, Kanadese Eerste Nasies Worldwork 1999

Ons het besluit om hierdie hart verwarmende en hoopvol gemeenskap- wêreldwerk verslag te plaas nou eers as gevolg van die wêreld se moeilike tye. Die wêreldwerk toneel hier berig is geskep deur die Haida Gemeenskap, onder die leiding van Patty Daniels van die Gowgaia Instituut by Haida Gwaii, (die Queen Charlotte Islands aan die weskus van Kanada). Die gemeenskap vergadering berig hier het plaasgevind in 1999. Ons is so baie dankbaar vir al die Haida mense vir wat ons geleer het en daar ervaar.

[Laai die artikel](#) (PDF formaat)