

Welcome to Week 5

16 September, 2019

Dear Colleagues,

Welcome to Week 5! Wow! Here we are already!

Thank you for a powerful in-class practice this past week. I hear a lot of awareness such as noticing how the body and mind react when told what to say or how to say it or how the body and mind react when words that lack awareness are spoken. Your internal awareness is powerful, even though what is being noticed may at times feel unwelcomed. This is the Presencing piece that Otto Scharmer talks about in his organizational behavior change Theory U (see figures below for a refresher).

As we move into week 5, the intention is to play with strategies that support your noticing the negative bias of the brain and also support your nurturing gratitude. As you view the video for this week, see if you can bring some of these strategies into your day-to-day. For example, when you notice the negative bias of the brain, see if you can play with a gentle suspension of judgement (loading that judgement into a large helium balloon with a long string that you can take back at any time) and looking again to see if there is something in the negative that can be harnessed for transformation. And as you practice, this be sure to honor your own survival strategies; we can't practice looking again if we feel we need to protect ourselves and there is nothing wrong with protecting yourself.

The point of the harnessing the negative practices is to see what is there that can be harnessed for transformation purposes so that we don't stay in the same well worn paths of being told what to say and do and telling others what to say or do. This way of being, as we discussed, cultivates a performance mentality and then we can't ever get at the beliefs, mores, and values that are feeding the current way of being that needs to be transformed. You may think you know what those underlying beliefs, mores, and values are but you won't know for sure unless you can stay with the experience in playful inquiry and gentle kindness toward yourself and other while you stop, breathe, soothe the understandable reactivity, and look again.

What is here? What is really here? What questions will invite all to discover what is here? What questions will invite in a dialogue about what is possible to co-create in the next moment that is more empowering, more just, more restorative?

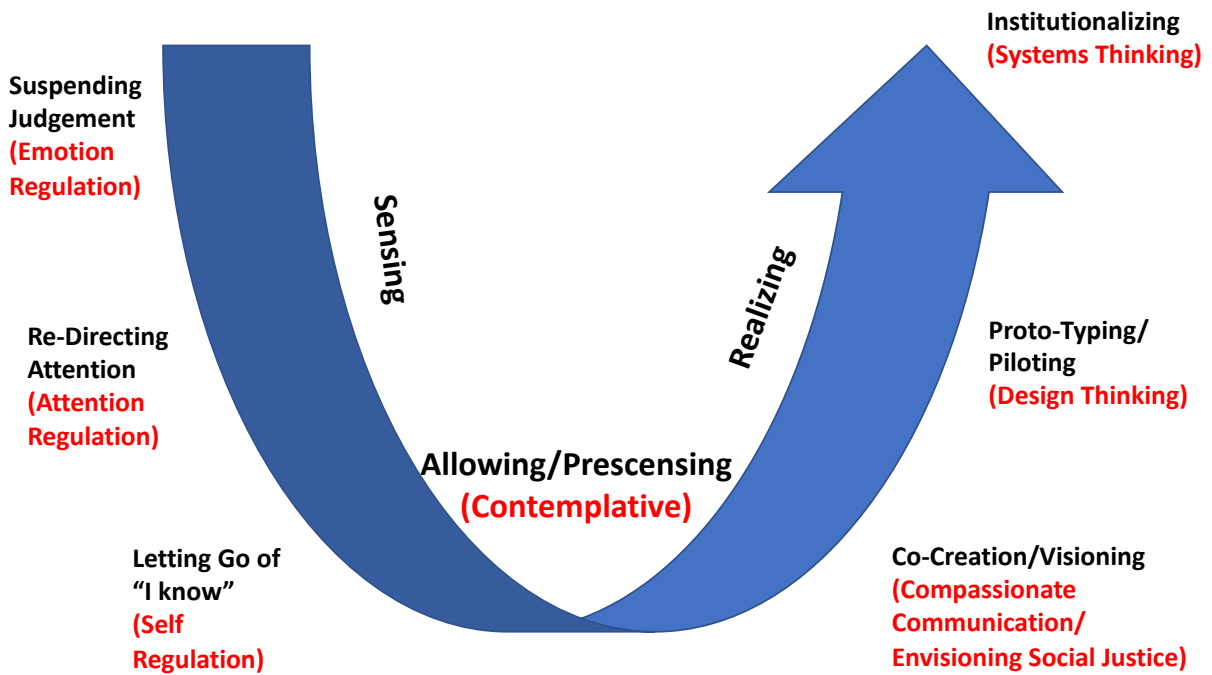
The invitation to cultivate the steeping in the goodness practices and practicing daily gratitude will support the reverse tilting of the negative bias of the brain. Play with these practices with generosity and playful curiosity. See what works well for you and what doesn't.

And know that I am here to support you in your practice and with your questions as you practice. I am happy and honored to be of service to your cultivation of inner awareness so that it can transform our work environments.

In joy and gratitude,

Marilee and Carol

Embracing Prescensing



Adapted from Peter Senge, Jon Kabat-Zinn, Sharon Salzberg, Otto Schamer's and more work by Bresciani Ludvik, M.J.

Moving from Ego-Driven to Eco-Driven Systems and Structures

Ego System



Eco System

- **Organized by Functional Areas**
- **Centralized Decision-Making**
- **Owned and Closed**
- **Individual Evaluation**
- **Earn Your Keep/Grade**
- **Task Driven**
- **Data Driven**

- **Organized by Project Outcomes**
- **Distributed Decision-Making**
- **Shared and Open**
- **Collaborative Evaluation**
- **What do you Need to Succeed?**
- **Vision Driven**
- **Data Informed**

Based on Otto Schamer, Theory U from Bresciani Ludvik, MJ