

Organizational Health and Balance Assessment

Welcome to the circle!

Please take a seat by adding your name or photo where you wish to be seated.

If you haven't already, join the video call by clicking the "join video for main space" button.



Sabine



Thomas



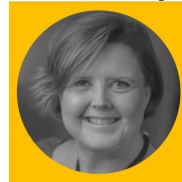
Elisabeth



Doris



Kaja



Ann-Heidi



Mana



Mariëlle



Overview of Process



Part 1:
Orientation to the
Strategic Plan Refresh



Part 2:
Organizational Health and Balance
Assessment



Part 3:
Storytelling



Part 4:
Open Space Technology Meeting



Part 5:
Data Creation - Strategic Plan Update



Part 6:
Implementation
over the coming years

Agenda

Introduction

“Morning” circle

Agenda

Organizational Health & Balance Assessment

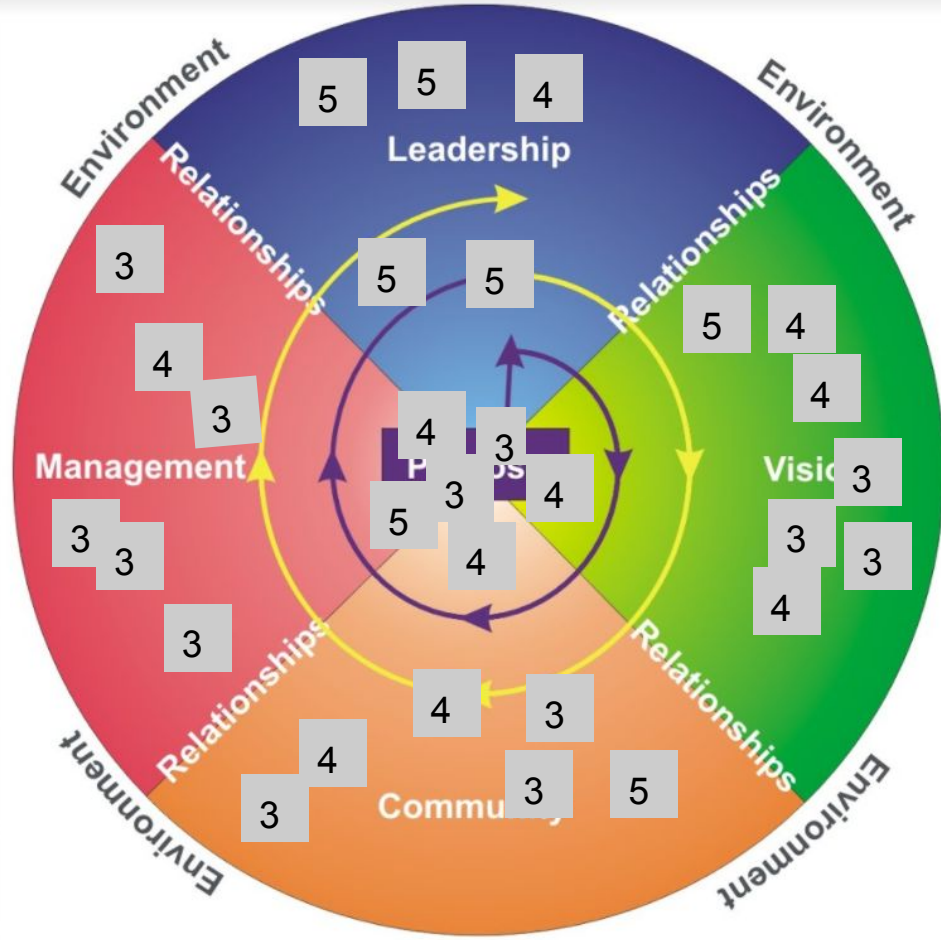
1. MWT
2. Grief Cycle Diagram
3. Life nurturing/life depleting
4. Deep Essence
5. Organizational Life Cycle

“Evening” Circle



Where are we strong?

Use the notes below and put one number on each of the aspects: Purpose, Leadership, Vision, Community and Management (1 is weak, 5 is strong).



Mana Kaja Ann-Heidi

Sabine Elisabeth

Doris



Purpose

Is the purpose of the organization clear, clearly communicated and commonly understood?

Leadership

Is leadership leading? Is the Program Director, the LMT and the Co-Owners leading through clear policies, values and vision? Is the leadership courageous and inspiring?

Vision

Is the vision about what is on the horizon for the organization? Is it clear and focused? Is it inspiring? Is it clearly articulated and understood?

Community

Does the organization work together with others in the community? Does the organization have the nutrient environment that enables good communication, high morale, for the purpose to be fulfilled?

Management

Is it providing the resources required to get the job done? Is it removing barriers to getting the job done?



What is your interpretation of the MWT assessment?

It was wonderful to see that everything was at 3 or higher

I was struck by Management feeling that for me it indicated something not about individual Management but about creating structures that can hold the passion and energy in a way that doesn't tire people

I wondered about my own numbers I sometimes feel that I want so much, I end up in pushing for more, that was interesting ah hah personally

It was great to see that it was high numbers 3-5 in all quadrants- the organization need fine tuning, not big changes(?)

Does our purpose and visions communicate strong enough and being inspiring enough, since the visible parts of the community in activity is the same people coming, taking on tasks and contributing - what about the rest? Why does they not feel invited enough to take more action for them selves and the community?

I think the strong numbers for the leadership is true- they do great work with limited budgets- and are closely connected to the GCO. Low in management is connected to budgets and resources since volunteer



What is your interpretation of the MWT assessment?

While doing this I realise that how much is in my awareness about the IGCO and where are areas where either I do not have the information or I have not made efforts to engage/ read/ review etc. I also realise how important it is to keep communicating the foundation of the organisation to everyone in the community so the MWT is alive for everyone!

Very strong in Leadership and not so much in Mangement (a wish to have more full time employees. Rachel does 99% of management (an amazing work!)

International community very strong
How do we strengthen local hubs

So interesting to get different views to the MWT. Every view is important.

What is your interpretation of the MWT assessment?

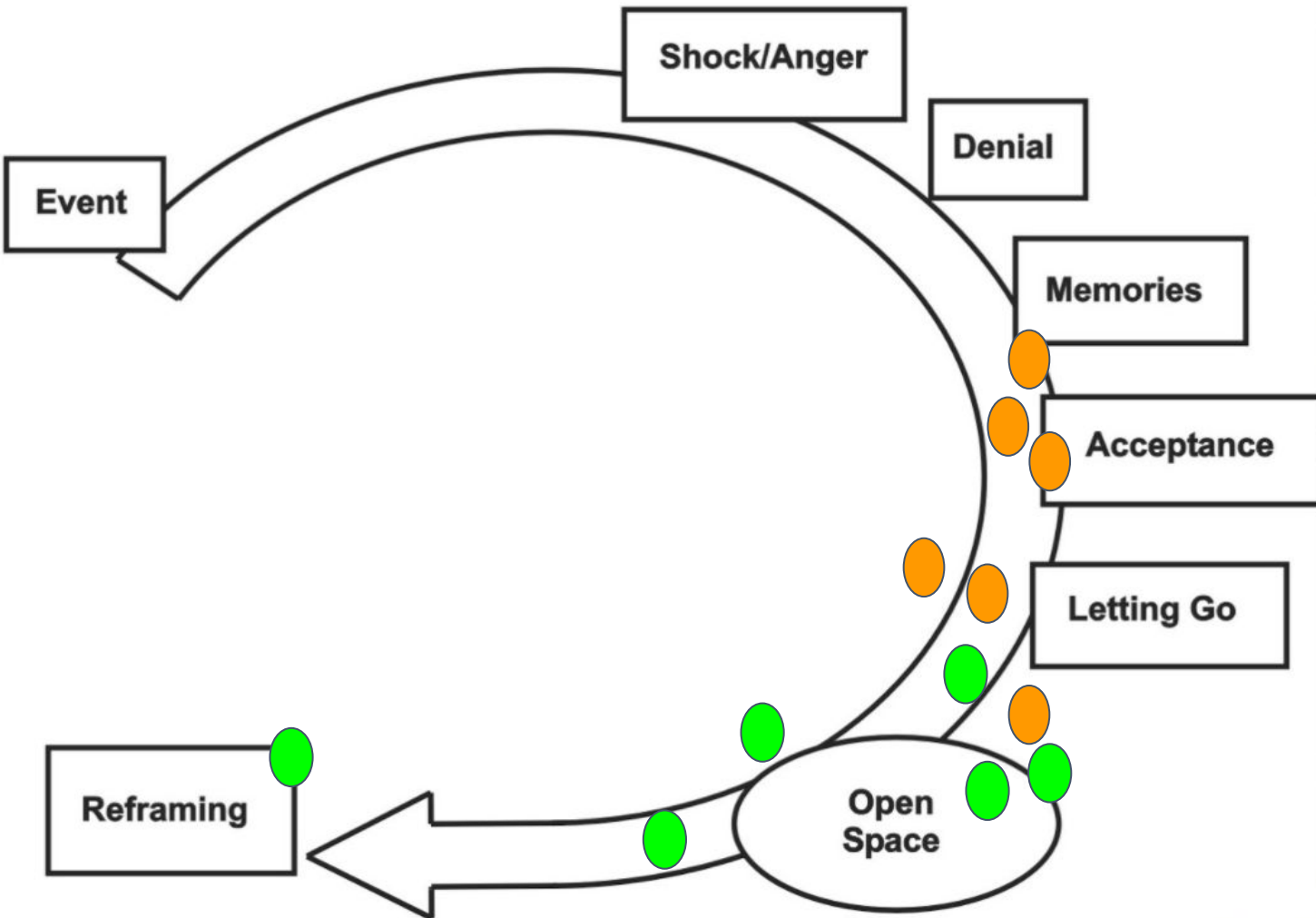
An interesting question emerged for me is who is/ takes on leadership to strengthen the local/ regional communities and how is that process supported?

It is interesting to think about how valuable it is to hear from people from all over the community and to learn how to work with this diversity and how important MWT understanding would be.

We think something is missing: Many members struggle so much for their own business that they don't have the time and energy to contribute to GCO- They can not see that strengthening GCO helps them in their own business: they don't see the link - so may be purpose and vision are not strong enough ... if they saw the link the contributions in the community might be higher. And if there was more contribution from the community then the management could act much stronger - because it IS STRONG but has not the financial power to fully unfold. (Sabine)



Grief Cycle



Where do you see the GCO? (place one dot)



Where do you see yourself? (place one dot)



What do you notice from the Grief cycle?

A few months ago the dots might have been higher up due to the pandemic. Things happen all the time - we go through the process all the time. Interesting that we are between memories and acceptance as community.

Personally I see that I am ready to show up.

Was difficult to place the dot for the GCO, feel like a newbie. The org has come to an acceptance of being a membership organization. Lots of stories from past are going on. The stories are guiding us about our culture - the origin and how we can learn and move on. Stewardship thinking. Acceptance of what has been. Big learning that we are a membership org in 2012, accepting and put into practice.

For myself I am ready for what unfolds, I feel stewardship, surprised about that feeling!

Who is the organization - the people. Not so many here. Not astonished that we personally were “so far” in the model. The organization - people who are not in this meeting are in all kind of states, no clue.

Struggled to put the dot for the organization. Followed my intuition - acceptance. Realized we are moving into something else... reframing.



What do you notice from the Grief cycle?

Clear where I wanted to put myself, as a leader in our org I noticed that I am “far in the model”.

It was hard to think about the org - good that we are in the readiness phase in the SP process.

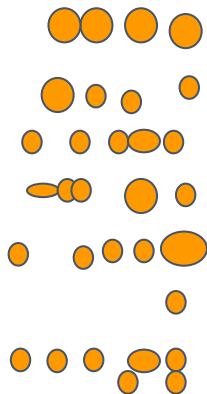
My personal desire is to bring things forward.

Org dot between letting go/open Space. We are looking forward - are ready for the new. It's open. See people in meetings that are going forward and want the best for the org. I am also personally open for anything new...



What behaviors do you see in our organization?

Dots:



These Kinds of Behaviors

Listening
Understanding
Trusting
Sharing
Clarifying
Rewarding Appropriately
Focusing on Process
Rather than Outcome

Produce This Kind of Climate

Life Nurturing

Resulting in These Kinds of Responses

Experimenting
Creating
Exposing
Autonomy
Participating
Producing
Effectiveness
Efficiency



What behaviors do you see in our organization?

Dots:

These Kinds of Behaviors

Controlling

Punishing

Regulating

Telling

Shaming

Guilt-Producing

● Judging

● Rationalizing

● ● ● Rewarding Inappropriately

Produce This Kind of Climate

Life Depleting

Resulting in These Kinds of Responses

Conforming

Representing

Depending

Avoiding Initiative

Hiding/Depression

Apathy

Deception

Judging

Victim Behavior



Harvesting from sharing (life nurturing/depleting)

More dots on life nurturing than on life depleting

Focusing on process rather than outcome has a dot from all of us. Congratulations!

I see a very positive leadership-culture: perfect! They all work with life enhancing behavior. Absolutely perfect. Within the community I see/hear judging and I think that our leadership and management are not rewarded appropriately. (S)

Unsure about what the rewarding appropriately means - see that lack of resources give loss of energy/ working on what has heart and meaning when it is on the table. Maybe it is also the GCO reward and reward - giving and giving, and maybe giving much more than people appropriately see and acknowledge.

When looking at rewarding inappropriately makes me think about how tiring it can be to not get rewarded properly, it also made me think beyond the financial aspects which are an aspect we are working with and on, and wondering about other ways to reward - the intangibles. It is more a question wondering how rewarding is done, what we experience of it and what is needed.

Rewarding inappropriately - dots are all put there thinking about Rachel's compensation and salary and position.

I am so happy that there is so much life nurturing experience in the organization.

Rationalizing is closely connected to what we can do, and holding on to strategy and the the things already decided. This can put people's energy turn off if they do not feel the room for their ideas.



Group 1: What are the stories you tell or hear from others about the Genuine Contact Organization?

We have resilient social technology with great outcomes - people think it is magic/powerful. Ancient tools with unlimited potential. “Gold-rush” is coming - not only moneywise, but on a heart-level pointing into the future.

A “Trabi” (former east-German car) with operating platform of a Tesla: now with the new branding becoming the Tesla it already is :)

Generosity - lots of beautiful resources

Self-Leadership is a prerequisite. Treshold language, finding resources, connect to others and activity, contribute.

We have resources and structures to have thousands of members

Birgitt’s story how GC unfolded - and the international community

It feels like a secret - grassroot - from heart to hear - not with marketing strategy

Others don’t know GC YET - I often meet people who have never heard about GC! When I talk about it they WANT to know more about it

The tools are aligned with society planning and research is today. (research is catching up with us ;))

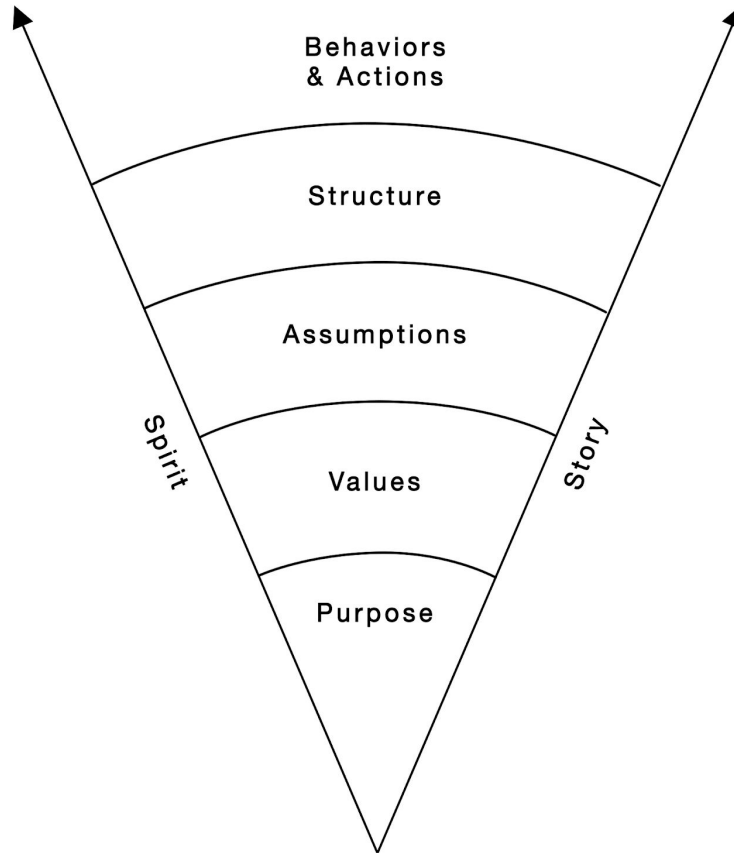


Group 2: What are the stories you tell or hear from others about the Genuine Contact Organization?

- Its an international organization with an open heart, you help each other and if I have a question there is an answer that comes. I can learn a lot and take many workshops. We learn from one another, and the thinking is to grow every time and go forward together. You look back and then take the good things with you.
- The organization is a great place for learning Being committed to finding life nurturing ways to be together, to learn and do things together. It is an amazing investment as a human being to be here with people. Gratitude.
- Personal experience being in a meeting and talking to son who asks what are you doing. Saying that we are taking decisions and he asks if not fighting. And that he was surprised. We have amazing tools and structures that allow for all the tools and structures that create the possibilities to be and talk together in good/life nurturing ways.
- The people are very conscious and live their own health and balance. Acceptance of people being who and what they are and growing together. The goal is to grow together and get to a next step together. A way to work that if everyone could work this way I would love that. Specially.
- Utopia, a way that the world could change.
- Place of deep relationships that form around the purpose of GC in the world and how a community is formed around purpose and a community of genuine connection.
- The story of lacking and always not enough and struggling to make ends meet



Deep Essence Diagram



What do these stories tell about:

...the values in our organization?

Community
Acceptance and respect of individualities
Leadership
Innovation

Generosity
Acceptance
Appreciation
Respect
Exploration/ curiosity
Make good contributions to the world/ future

I don't remember all the values, I couldn't tell exactly what they are but I feel that my personal values are realized in this organization and that's why I feel home here :)

...the spirit of our organization?

A spirit of optimism / a new beginning - like the forest starts to grow powerfully again after a big fire ... all the superfluous undergrowth has disappeared and new strong shoots find their way to the light

Spirit / the vision of GC in the world holds us together
We walk our talk

What has focus grow, because it is being nourished and supported by our collective - OHB important and a strategic plan gives direction to the common.

A spirit for growth and lightness



What do these stories tell about:

...the values in our organization?

- Learning with and from another
- Generosity
- Wisdom of the whole
- Uniqueness of each one of us
- Value learning individual and collective
- Self-Leadership
- Value of openness to outcome
- People are precious (and creation is precious)
- Value participation/collaboration and sharing what we learn together

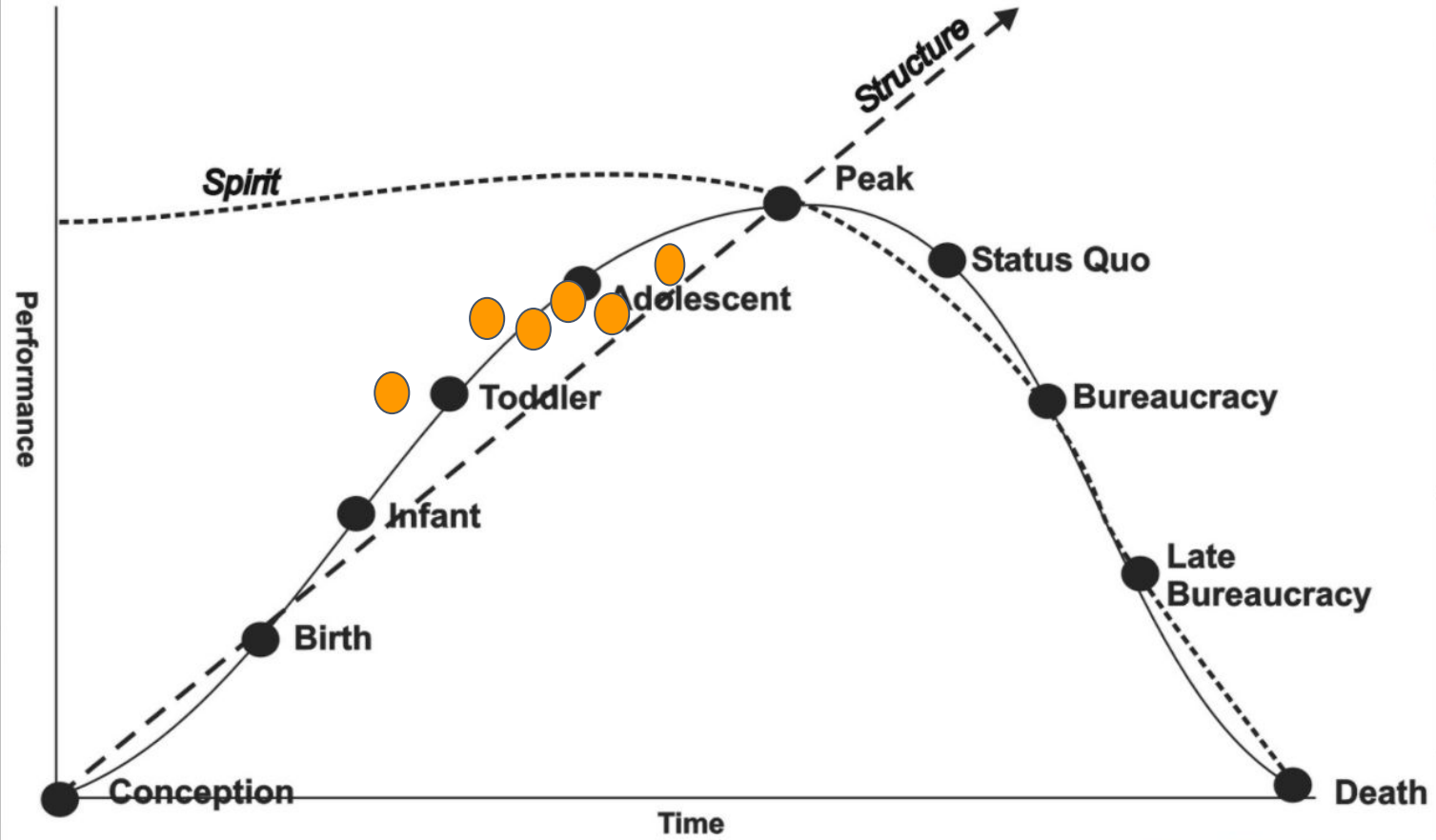
...the spirit of our organization?

- Spirit of gratitude and generosity
- A spirit of movement and being alive and in movement a vibrant living being with roots out into the whole world
- Spirit of love for each other and what we are doing
- Spirit is rooted in indigenous wisdom
- Thinking holistically - having many beings in mind (nature, people, galaxies ... companies, animals)
- Spirit of friendship and being welcome



Where do you see the GCO? (place one dot)

Organizational Lifecycle



Harvesting from Organizational Life cycle diagram

In the early youth - needing to explore, freedom, the feeling of have the possibility to do all, not full control over legs and arms - bump into things, need protection and comfort/ safe boundaries. Lot of emotions, feeling of in between childhood and adolescent. In need of a good mentor and capacities around you- conscious stewardship versus conscious self leadership.

.Phase feels like a tween where there is so much power, energy and growth and still need for subtle care a balancing act to encourage the growth and acknowledge the youth. Vulnerable, beautiful space that can be highly influential into the future growth of the organization. Such a space also can be supported by some sort of right of passage into and out of it.

.SO happy to have grown up - still full of the power and energy of the youth, full of curiosity and positive anticipation ... open to all that our friends want to contribute .. open to the gold rush to be co-created :)

.I love the teenage feeling of “yes, I can”, being bold and adventurous

I know I am being held in a safety net, so I can be adventurous and safe at the same time

. Wishing we can still be a toddler - time for nesting and being taken care of

I feel afraid of peak-time - it will be even more windy - when the full power of GC shines wide I have the assumption there will be attacks, winds from the environment

Having a lot of energy to go forward and to find the way which is the next in a safe environment

This child is over 20 years old - still adolescent or toddler - there must be very patient parents with a lot of stamina !

