

1. STRATEGIC MANAGEMENT

Where do mergers & acquisitions fit in? Couldn't it be argued that this is how OD practitioners bring organizations to "death" or decline? Is M&A a form of renewal?

Denise Morris Kipnis, Org design, work design, process improvement

ICA Participatory Strategic Planning

What I saw about organizing & organizations:

- Slowing down and looking in/at one frame of reference one can see process, change, ...
- There are invariants
- There are flows

PNODN Service Model

2. CONSERVATION

SMOKE:

- Pace: taking time to notice when we do that we see things that we didn't notice before
- Taking note of the same "situation" over & over again

Molly Ann Huber, Sharon Brooks, Janis Short, Rose Singer

3. CRISIS

Org Change => 3-8?

Crisis & Confusion is where I live

Conscious break from conditioned tendencies

I am interested about participating in PNODN "talent pool." – Anna Russell, Antioch Org Pysch

Convene a Seattle Central Conference sponsored by PNODN around Crisis & Renewal

- Mark

Sonja Price

4. CONFUSION

Russell will do this work

Individual & Collective

Somatic Shift

New narratives

Maser use of generative nature of language

One small part (the corner) of a larger system reflects what is happening in the larger system, while still keeping its identity.

“GROWS” Coaching Model:

- G = Goal
- R = Reality
- O = Options
- W = Will (what will you do?)
- S = Support

The urgency of going fast versus the value of going slow

Risk Communication – a practice of strategic management and renewal (from confusion)

- Mark Radonich, Cultural Effect

Resource: Crossing the Chasm

5. (CHARISMATIC) LEADERSHIP

Collective wisdom

Leadership space

Lawler

Competing Values Framework (Kim Cameron, U Mich): Choice, Growth, Collective Leadership

It's on the slopes!

- Mark Radonich

Cooperative Management

- Rachel Lyn Rumson

Adaptive Leadership

Thinking about supporting school districts

- Jude Garnier

6. CREATIVE NETWORK

Greenfield sites

Organizations aren't the walls, or streets, or weather; they consist of people; they change and things are better noticed from outside or from a place of reflection

Reflection happens over beers – not driving 9-5

Periodic table of visualization methods at:

http://www.visual-literacy.org/periodic_table/periodic_table.html#

Resource: Gordon MacKenzie, Orbiting the Giant Hairball

7. CHOICE

Re: Organization

Network of Customers

Small Businesses

Neighborhood Element

Shopkeeper as Chronicler

Falling into ones life's work

Sense of purpose is personal

It takes daily focus & long observation to discover many things

Familiar yet different

Slow down to access new information

Change is observational

People come – people go

Some people will be around forever, some are just passing through on their way to somewhere else

Jo Ann Fjellman, Leading Action

Pat Hughes, Gracious Space

8. ENTREPRENEURIAL ACTION

Paradox: Same thing; Different day; the more you look the more you see

Northwest Entrepreneur Network (<http://www.nwen.org>)

Different dress = different cultures; some orgs it's ok to wear shorts; others you wouldn't be caught dead

People:

- A sense of innocence
- Forgotten existence
- A celebration of the “mundane”

Some things remain constant for awhile; other things change all the time

Everyday, something remains the same from yesterday & something else changes

Stopping to look, really look, allows you to see—see what changes over time

A Natural Designer of Structure, Laurence Rockwell

Molly Ann Huber, Jenny Calhoun, Kat Myers, Brian Finnila

9. OTHER

It's necessary to slow down to build relationships

As a “big picture” person, I began to notice that that street corner truly held a big picture, even though it was the same corner @ the same time daily. The big picture is all that “stuff” that is happening.

For more information, contact:

Rachel Lyn Rumson
E: rachellyn.rumson@gmail.com

Ernie Hughes
E: ernie.hughes@gmail.com