

Activity for Leadership

Process and Practices for Sustainable Enterprise

This Activity is to provide the experience of seeing The Natural Tendency of Self-Organization taking place. A Domains of Leadership experience.

Go into any gathering of people like a church reception or a business meeting and watch what is happening. Do you see the people forming and reforming into various groups as they move around and talk together about something that is important to them?

Listen to the noise level. Is there a lot of energy in the room? Is there difficulty in hearing each other because the noise level is so high?

Imagine what would happen to the noise level and the way people are moving and talking if you were to suddenly blow a whistle and tell everyone that you are going to rearrange the groups so that you could make things better. Isn't this what often happens in organizations when a new manager is assigned to the group?

Look and listen! Some people leave and go to the bathroom and never return. Some people just shut down. What do you think you would see and hear?

This Natural Tendency of Self-Organization is everywhere. We need to see and engage it to build on the energy of the people.

See the essay "Engaging the natural tendency of self-organization" on pp.39-42 in this Chapter to gain deeper insights to this natural yet often ignored phenomenon.

Richard N Knowles