

All these situations are leading
to TSUNAMIS



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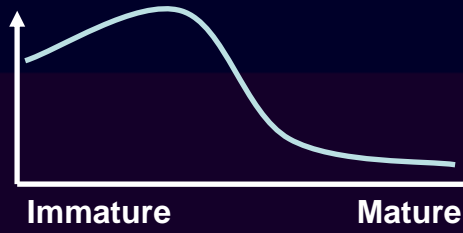


This value system causes the perpetuation of immature behaviour at the bottom of the organizational/societal hierarchy which leads to tensions and



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How Maturity is Distributed in Most Organizations



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Opportunistic/Conformist Thinking

- § Has a win/lose attitude: “You are either with me or against me.”
- § Follows rules and feels outraged by flagrant rule-breaking
- § Does not question rules created by his or her “Heroes” or “Gurus”



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Opportunistic/Conformist Thinking



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Conscientious/Autonomous Thinking

- § Follows those rules that agree with their conscience
- § Acknowledges human beings' creativity and interdependencence with their conscience



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Confidence

- § A Community where its members believe that they can construct the structures and the processes necessary to prosper and to reach their strategic objectives.
- § Therefore they have the knowledge, abilities, and information that they need to transform their objectives into reality.

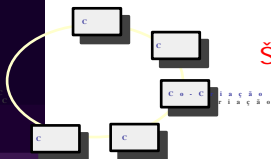
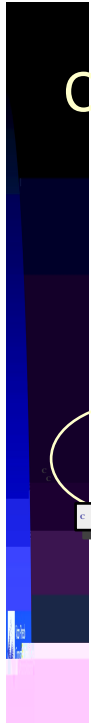


Connection

- § The difference between the current reality and the Vision of the future are understood and thus it is established what must be done to achieve it. - “Future Pull”
- § The processes and the structures are developed to make possible achievement of the strategic Vision.
- § The members of the Community are given the muscles (knowledge, 17171717)



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