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Demystifying

Presence

Presence in the Service of OD

- **Become the living embodiment** and **actualization** of a personally **crafted body of knowledge** (values, theory, beliefs, methods, and skills)
- **Extrapolate** essence; examine, **integrate**, and finally **internalize** core principles/spirit as an integrated whole-BOK from which you work
- **Lens through which you see/assess**
- **Criteria by which you add/embrace or create**
- New knowledge and methods



	SCIENCE	ART	SPIRIT	ORGANIZING PRINCIPLES
	Theory and ABS (Partial list)	Skill and Style	Presence And Being	Integrating and Cohering frameworks
THEORY AND GROUNDING OF MY WORK	Theory C. Rogers - Ackoff McGregor- Burns Maslow- Perls	Creativity drawing upon - Art - Theatre - Literature - Nature - Design	Presence and Energy Contemplative thought & practice	Gestalt Approaches and Methods -set of concepts and methods through which to apply all knowledge and skills. -framework/touch points
	Theory Applications Shepard – Beckhard Lewin- Benne Bradford –Seashore Aronson – Ruma	Aesthetic thought Quality of language and expression	Authenticity & Honoring others Higher power-source – Mystery/power of not knowing Quality of interior condition Inner spirit shining through	Generative Thought and Approaches -meaningful conversation based upon deeper questions. Collective intelligence -Scharmer Theory U -Buddhist principles for living -Appreciative approaches
	Skills and Methods NTL Process skills Schein – T-Group Conflict Org Dynamics	Thought-provoking actions Originality Movement Process intelligence	Embodiment of theory principles, art and skill into Being	Change – existential reality
	Gestalt OSD Systems - Change theory Cycle of Experience Contact - Presence Boundaries Self-Environment	- seeing systems - seeing patterns - emergence - mapping interactions - causal loops	Knowledge/Compassion balance Beyond logic and rationality Will – the power of your intention Wisdom – extrapolation from all that has been learned, experienced and anticipated.	All organisms seek wholeness, dignity
	Frances Baldwin	Creative Design Principles -designing to purpose Discernment Use of Self/instrument Creating experiment	Spirit of transcendence – beyond what is known Work and care from deeper place Inside of yourself	

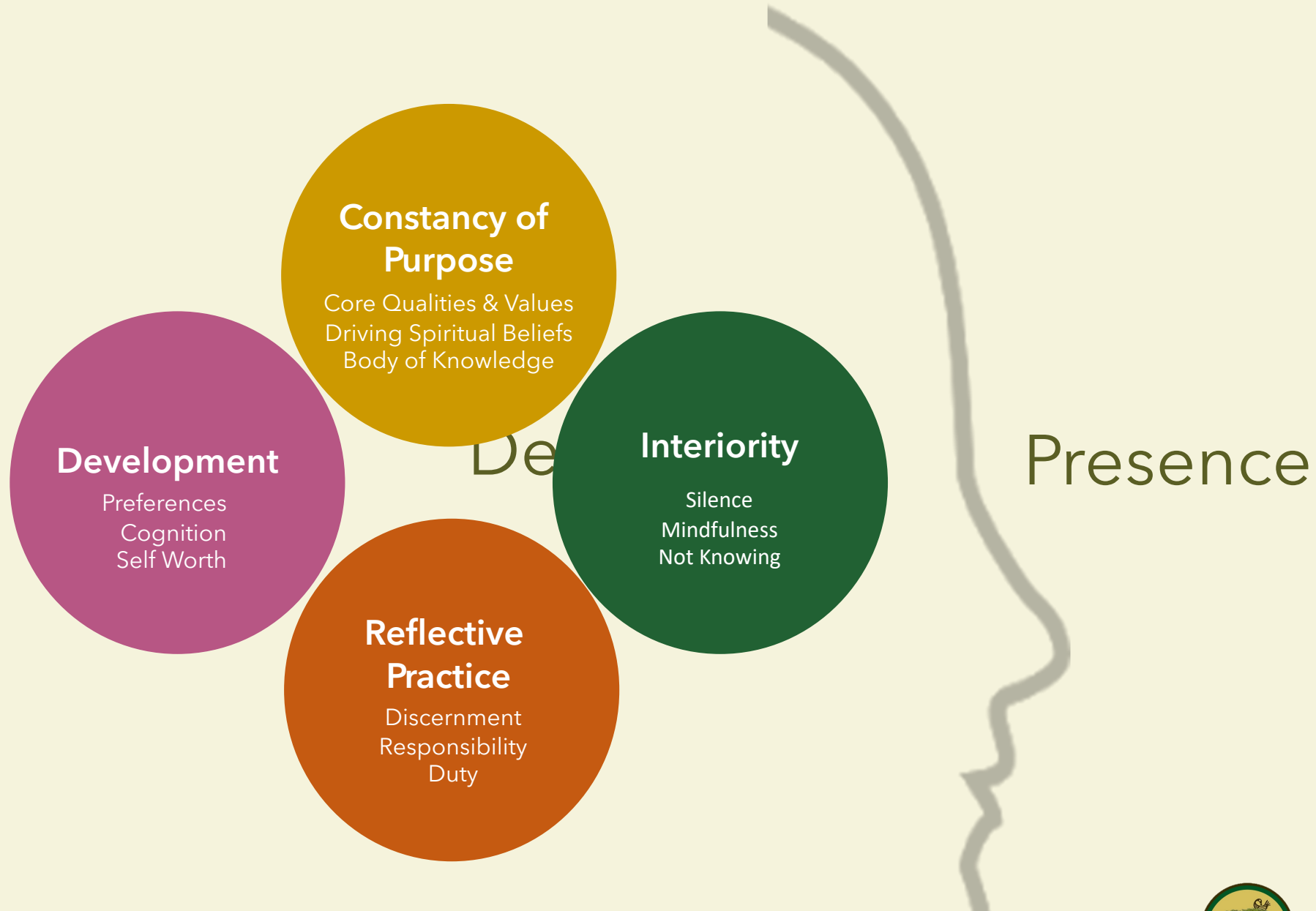
PRINCIPLES

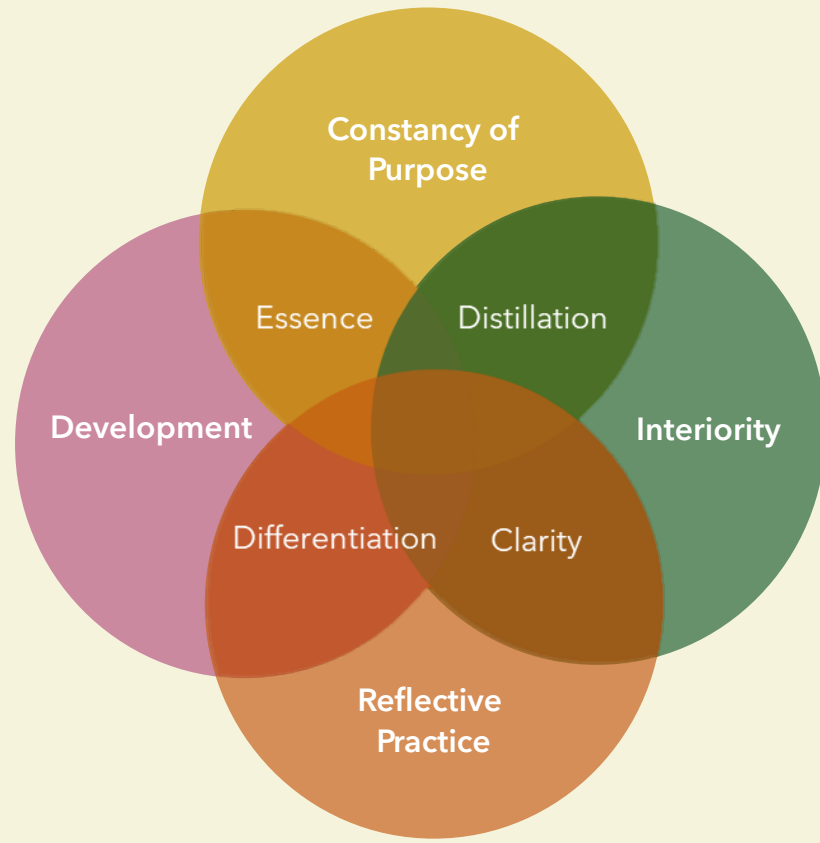
Use of self requires continuous development of a self worthy of your life and work

If not, a calling you must at least have a “will for betterment” Must love the work; love people; love the promise of change

Develop a feel for whatever the organism you are engaging – people and/or organization Accept people as capable. My role to create conditions.

Knowledge; skills; spirit; presence; integrity become the foundation for partnering with leaders/people to create fresh and sustainable reality in their context.





Presence



