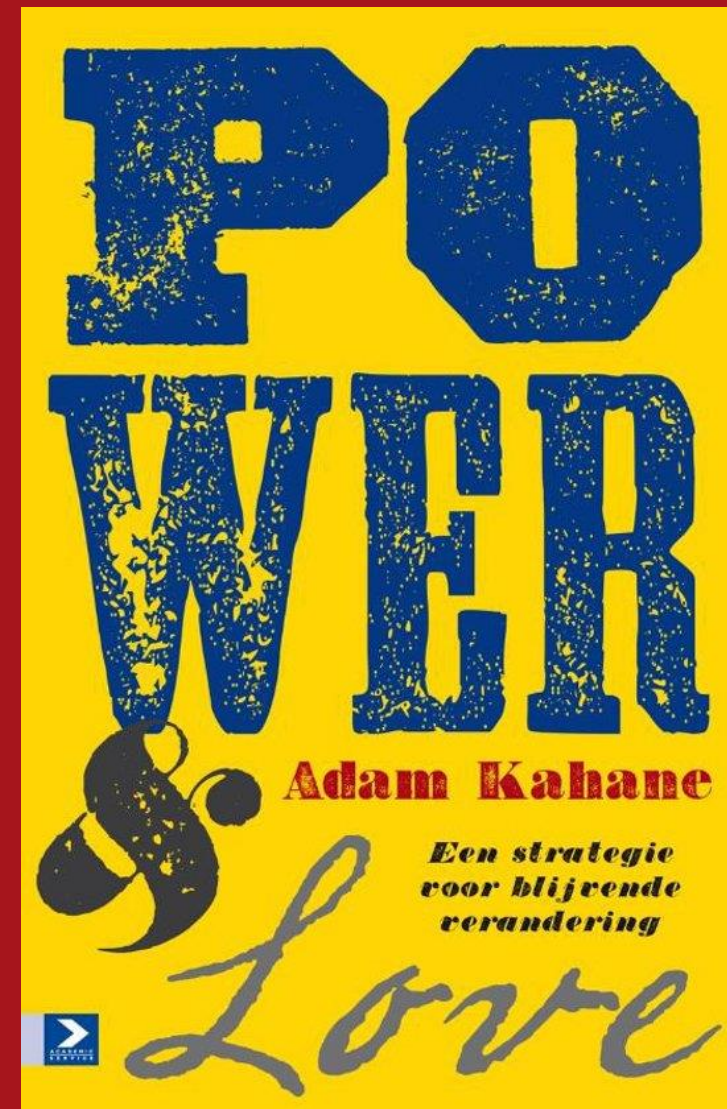




Gewoon aan de slag

Voor de verandering van binnenuit



'Power & Love' – Adam Kahane

For social change & the hardest challenges, you'll need both Power and Love. In Western society especially, they are often regarded as opposites. In all cases, they are hard to unite. Both qualities have their productive and destructive sides.

LOVE

The drive to (re-)unite what is parted

Focus on harmony, inwards

Opening up, building relationships, seeing each other and yourself as part of the bigger system

Makes power productive instead of harmful

Love without power becomes sentimental and apathetic ; it will hinder growth of self and others. It will strengthen the status quo of disbalance because of naively not taking into account the reality of power. Which leads to vulnerable results.

POWER

The drive to (self-) realisation

Focus on growth, getting things done, outwards

'Power to' (create) can lead to 'power over' (which is then harmful).

Makes love productive instead of harmful

Power without love becomes manipulative and reckless ; it doesn't acknowledge our mutual dependencies

Being part of a bigger thing (group or other)

Autonomy

Creates openings, potential & chances

Necessary to test those chances & put them into practice

Pitfall: Groupthink & avoiding conflict

Pitfall: Exaggerate differentiation/differences

What's needed to balance between them, use both at once or at least in short intervals ('learning how to walk', from falling and tripping to the dynamic balance of doing both):

- Acknowledgement of power as part of 'what is' is necessary; and making sure these powers are directly involved to be able to work with them.
- See yourself as an instrument and so be prepared to change yourself as well.
- Help others do this as well: see their own part in what's happening and what needs to happen
- Being aware of your own stronger and weaker drive (under pressure, you will favour one over the other); developing the other & being able to focus on the weaker drive when you 'trip'; practice moving quickly between the two
- Consensus while keeping individuality (like in Deep Democracy; also in Systemic Modelling)
- Even when focusing on one, keeping some attention on the other
- Dealing with the unease, discomfort of keeping both in the attention where that is not the natural tendency
- Explicitly focus on both, by acknowledging them and ask for them, eg.:

Power

Love

Where is the power here?

Where is the love in this?

What are participants and we trying to realise here?

How are those involved separated from each other and how are they united?

What are points of view, needs & interests?

What is it that they want to reunite?

Whose voices are being heard, whose aren't?

What is being kept united, for which there is no need/driver/reason?

A few interesting systemic notes throughout the book

Provocative tautology in systems thinking: 'The system is designed perfectly to produce the results it produces.'

Michael Chender (businessman & Buddhist teacher): 'When you reach the heart of the system really closely, its 'devils' will arise'. By devils I mean the strongest and smartest defenses of the system, its auto-immune system'. You need to be prepared for this, or it will stagnate'. (how to act then is not specified, alas..).

Patterns are shaped right at the beginning: which systemic patterns of power and love – of realisation/ not-realisation, connecting/not-connecting – do we disturb or enforce?

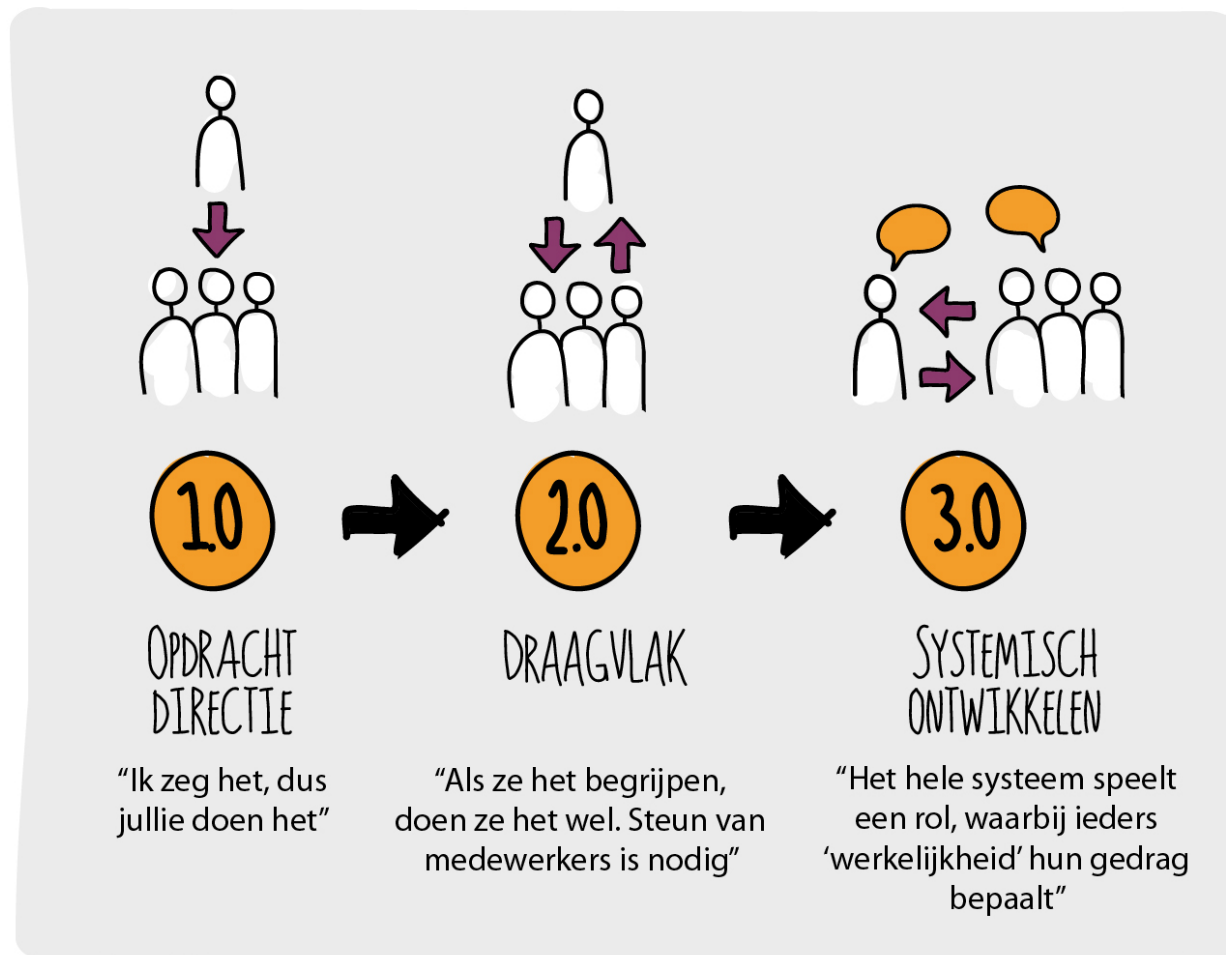
Zaid Hassan (partner of Kahane): two conditions for a healthy team: diversity in people and access to info for its members. Plus a 'container' to make sure these conditions can be met (bit like 'holding space').

When teams start to jointly create, the actual interests and power show themselves for the first time. Creating jointly is the process of building up new social realities. Finding out what works not only in theory, but in practice as well. s the current one(s) superfluous.

Senge: leaders who instigate changes, are like gardeners standing next to their plants and beg them: 'Grow faster. You can do it!'. You need to cherish instead of beg.

They talk about change labs as a way to create social change: a controlled environment in which a group of people experiences the turbulent and fast changing dynamics of modern society, becomes aware of this and from there develop to deal with those. By creating a collective, rhythmic repetition of the movement from power to love (come together, see the whole, connect, co-sense etc.) and back (support players in actions they undertake, commitment to keep on trying, again and again, also when it fails).

VERANDEREN 3.0





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