

Positive Organizing - Organizational Tragedy – Dr. Karl E. Weick

(dealing with a crisis situation...before it arrives)

Organizing an unknowledgeable world:

Mistakes – recover from unsuccessful explorations

Wisdom – what knowledge is held and how put to use

Entropy – systems need energy, maintenance & care

Defenses – fewer holes in the strategy

Core Concepts:

Wise structures that...

L ... Look outs

C...Communicative links

E...Escape routes

S...Safety zones

...hold people together

Heedful Interventions:

1. Contribution – My work contributes value
2. Representation – my work is part of a bigger System and I see how my piece fits in

Wise guidance helping make...

S...Situation

T...Task

I... Intent

C...Concerns

C...Calibrations

...Sense of what is happening

Mindful Organizations:

1. Examine failure as a window of health
2. Resist the urge to simplify world assumptions
3. Observe operations and their effects
4. Develop resilience to the unexpected events
5. Create a climate linking to reliable experts

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Respectful Interactions:

Trust-(basic actions belief)

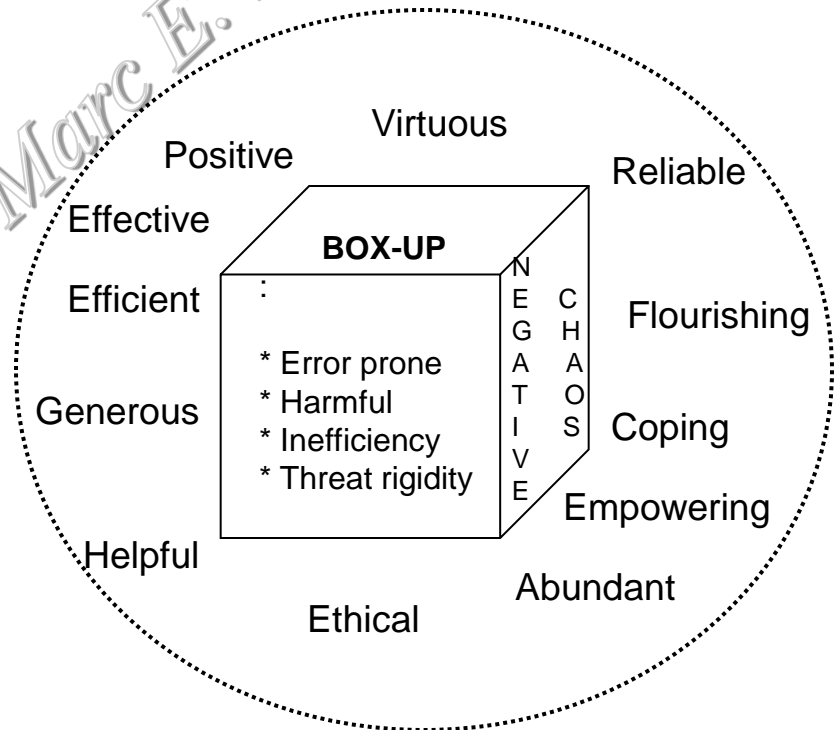
Trustworthiness- (others belief in you)

Self Respect – (respect your own belief)

Sensemaking:

1. Here is the situation we face
2. He is what we should do
3. Here is why I think we should
4. Keep an eye on this because
5. What are your thoughts

Move out of the box...
towards a positive circle



Example