

Transformation and Leadership

*The Practice
of
Peace*

For Ourselves • Our Organizations • Our World

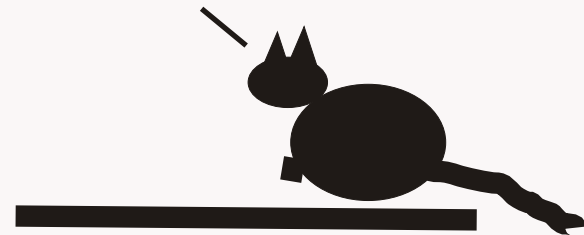
© Harrison Owen 2002

Peace...

A wonderful word!



But what does
it mean?



Many people understand
Peace as the absence of
its opposites...

Chaos



Confusion



Conflict

Problem!



Chaos

Opens some space in the old order so that new things may show up.

Confusion

Muddles made-up minds so that new thoughts may enter.



Conflict

Sharpens new ideas and approaches making
New Ideas
Good Ideas!

And One thing more...

Ending/Death

**As Chaos, Confusion,
And Conflict do their work
Things come and go.
They end.
They die.
All part of the natural order,
The deep process of Transformation.**

We didn't
want to talk
about this one!



Real Peace Includes and Transcends . . .

Chaos
Conflict
Confusion
Ending/Death

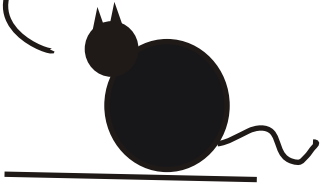
Thought we
could get rid
of all that...Have
a nice, quiet,
balanced life!



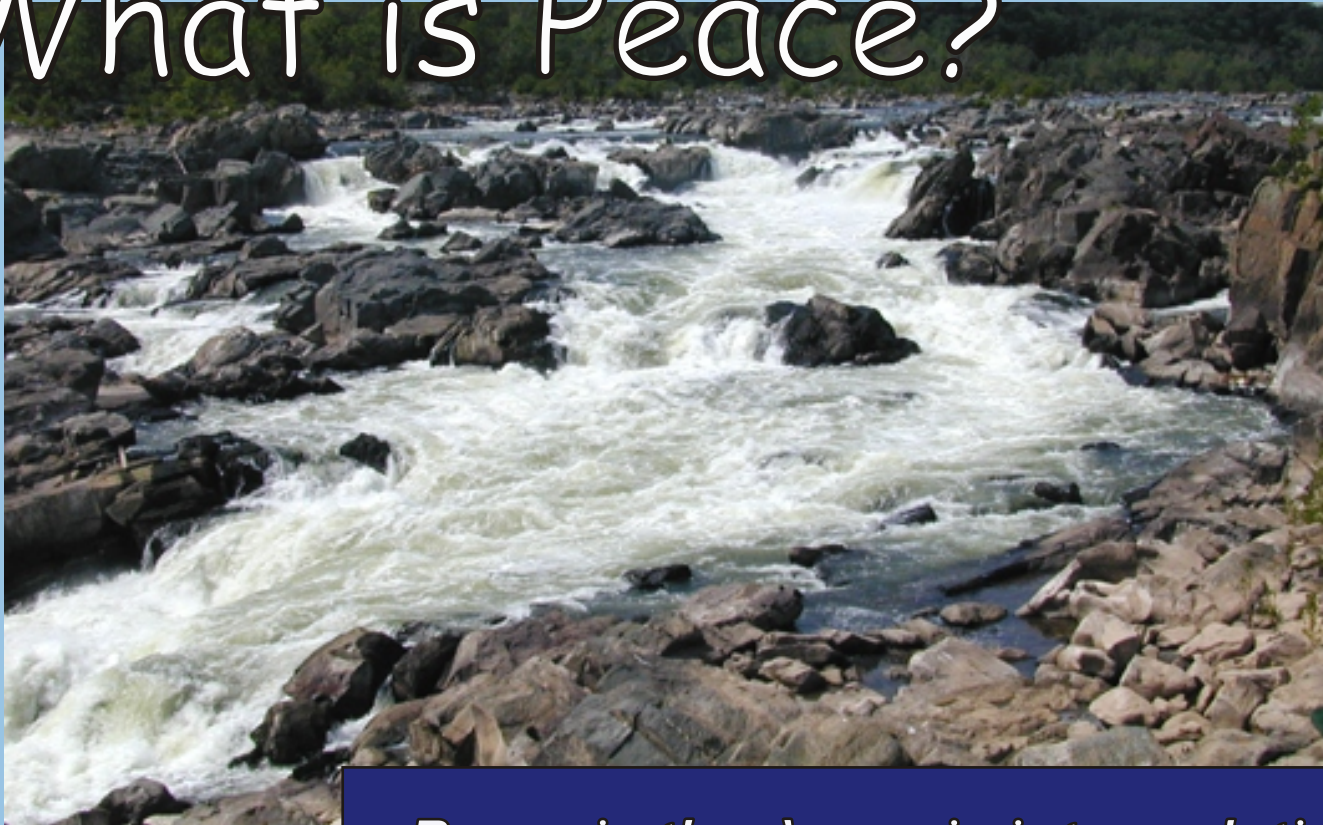
You mean
find
equilibrium?



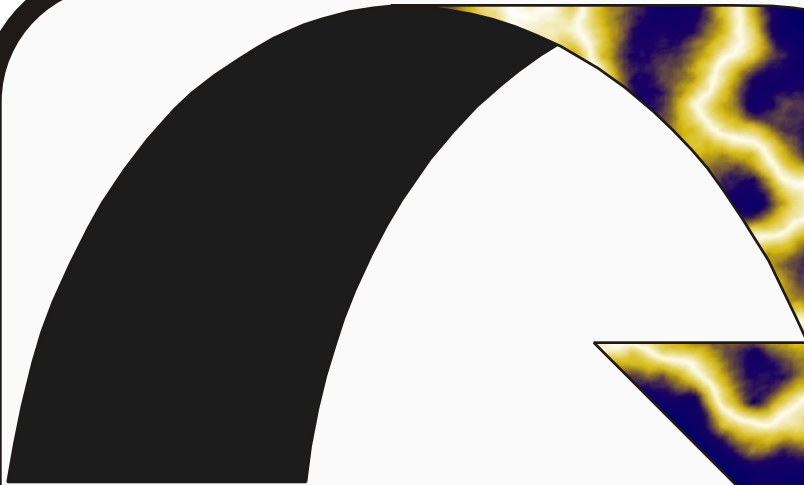
When you reach
equilibrium in
biology - you
are Dead!



What is Peace?



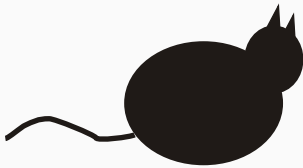
Peace is the dynamic inter-relationship of complex forces, productive of wholeness, health and harmony.



Our
Present
Practice of
Peace

Getting from
here to
There...

We like to
think it is
a RATIONAL
approach



Peace

Define the Problem...

Forest Fires...

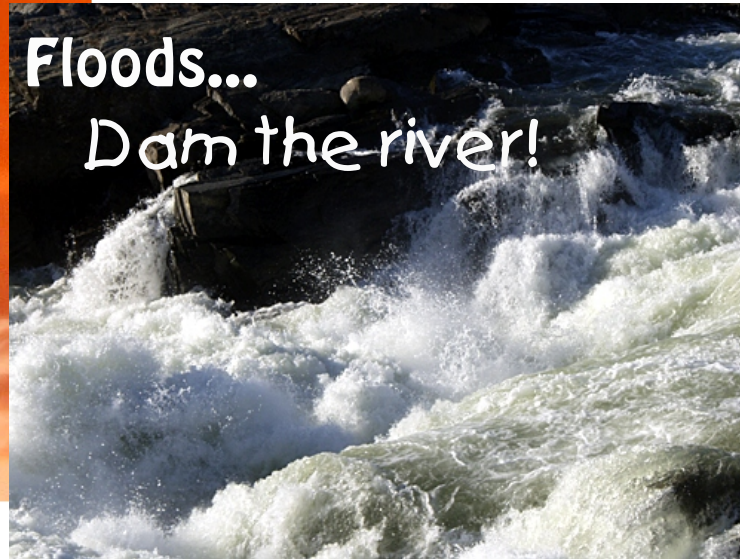


Put them out!

...Fix it!

Floods...

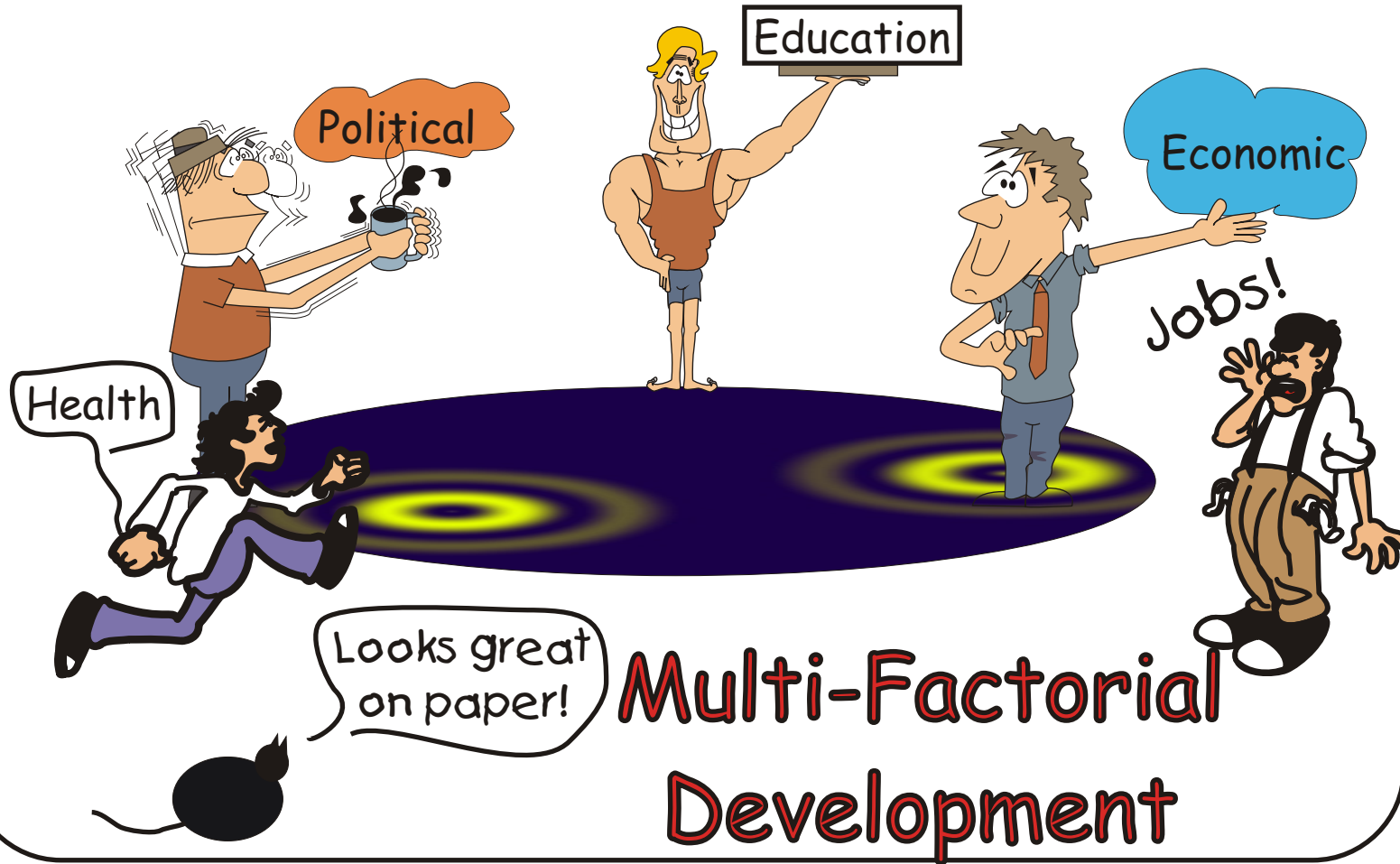
Dam the river!



Beware!

Unintended Consequences

A Whole System's Approach

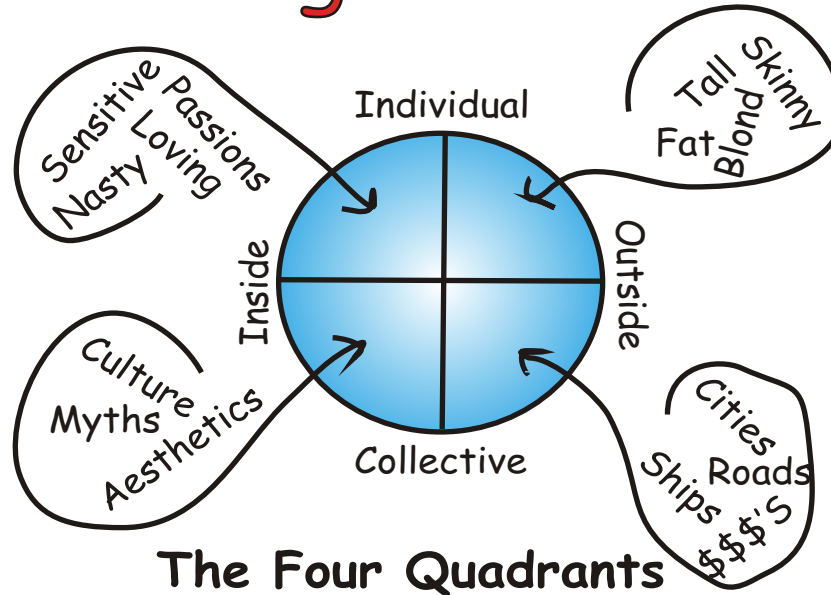


But... Have we thought of the WHOLE System?

Every "outside" has an "inside."



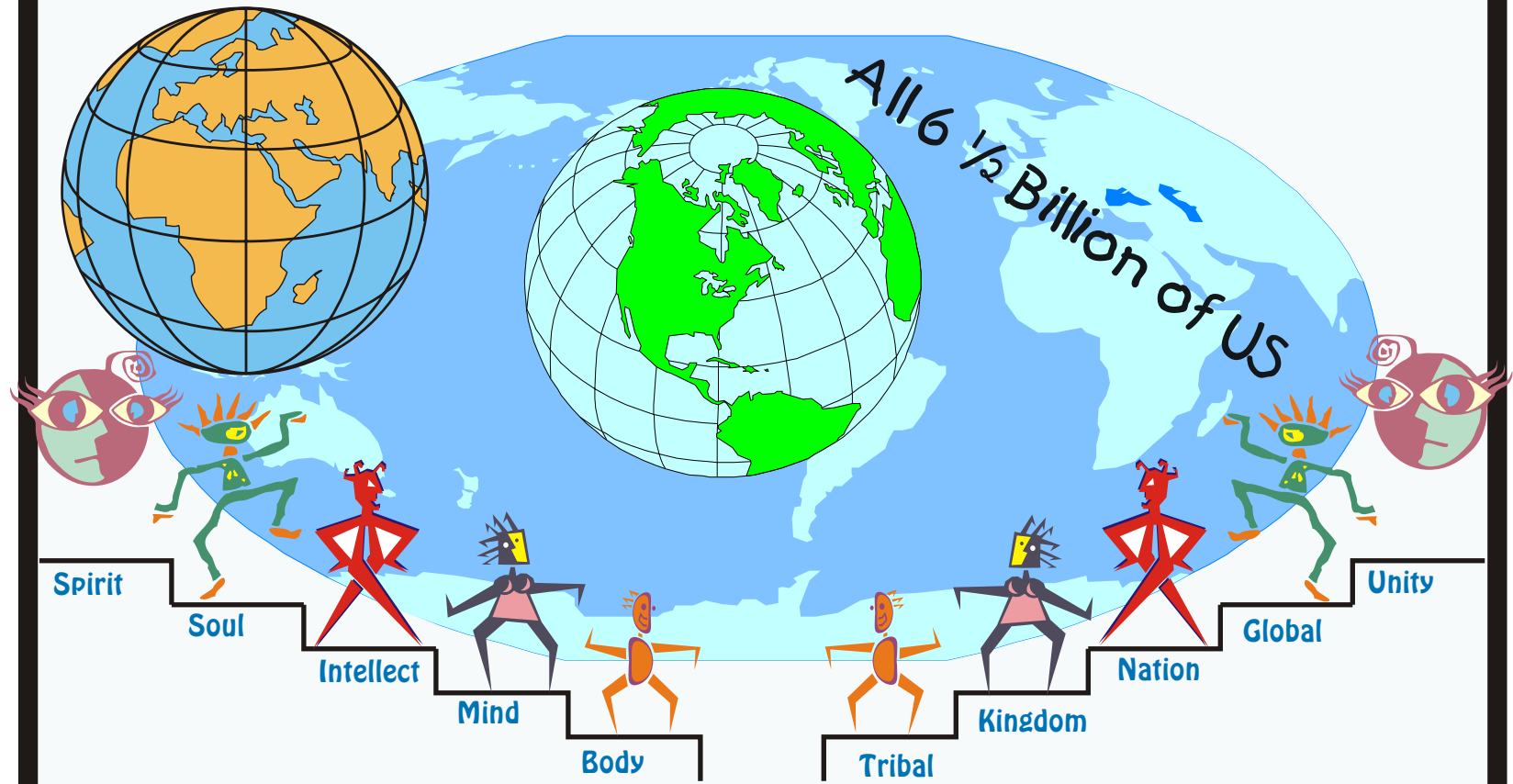
Ken Wilber Says, No!



We do great with the Hard Facts, but not so hot with the Warm Fuzzies



And we're all transforming...



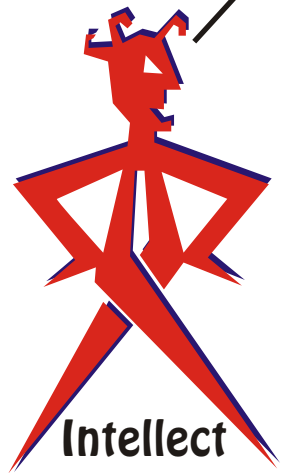
Things look different from every point of view!

Transformation makes things
complicated, painful, and ...

DANGEROUS!

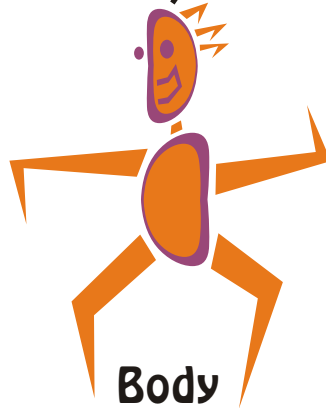
Conflicts of
Consciousness

Stupid!



Intellect

Snob!



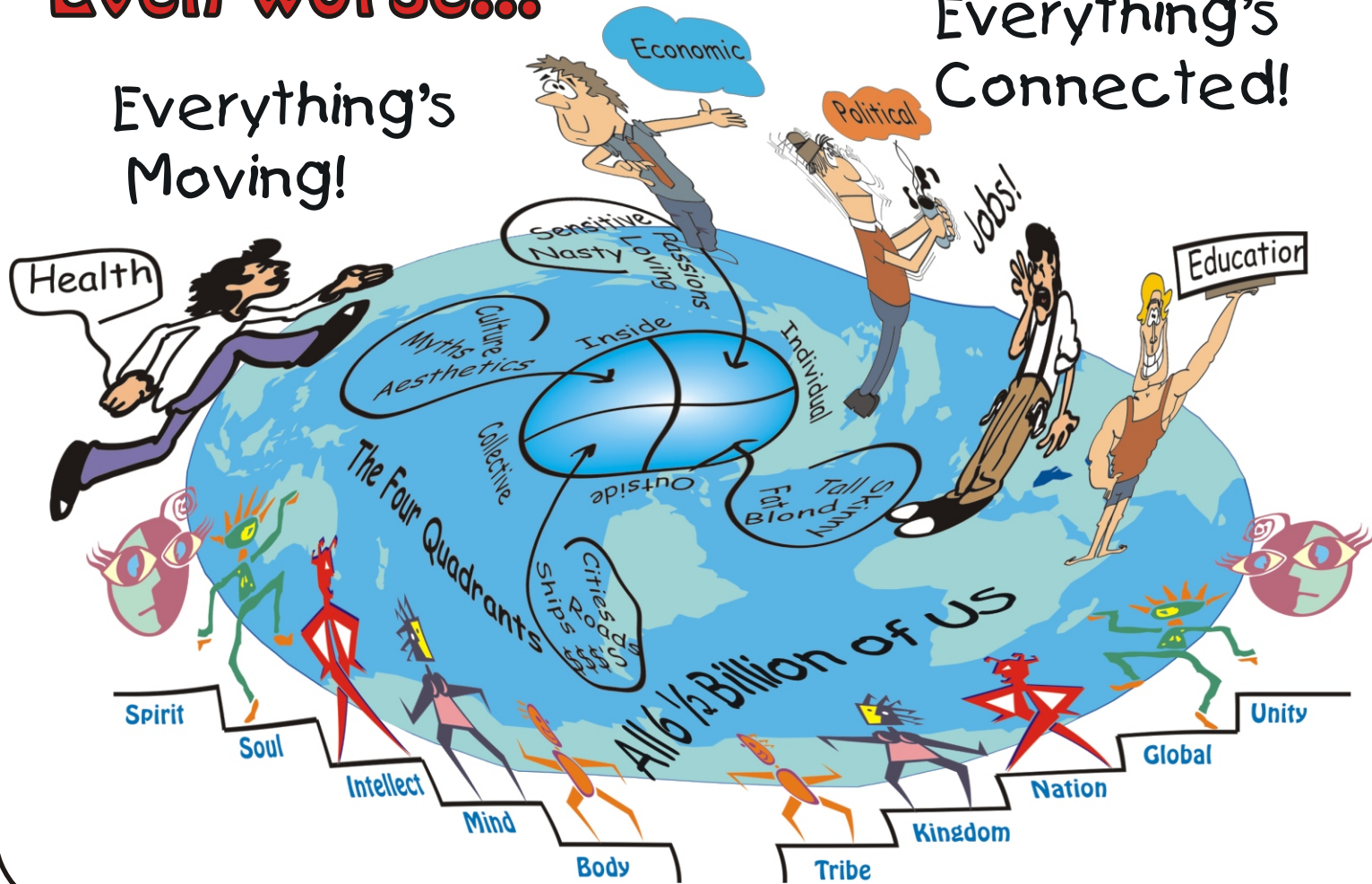
Body

Folks at different stages don't
understand each other.
And what they do understand,
They usually don't like!

Even worse...

Everything's Moving!

Everything's Connected!



Job Description: Peacemakers

- Deals easily with massive Diversity.
- Comprehends mind-bending Complexity
- Works simultaneously on multiple levels.
- Rises above Chaos, Confusion, and Conflict.
- Tolerates tidal waves of change.
- Mixes all of the above to produce Wholeness, Health, and Harmony.
- Never loses their cool.



I can't even think all that, let alone Do it!



Putting him together would be a piece of cake compared to this Peace Business.



Poor old Humpty Dumpty

I think we need some serious HELP!



The Practice of Peace

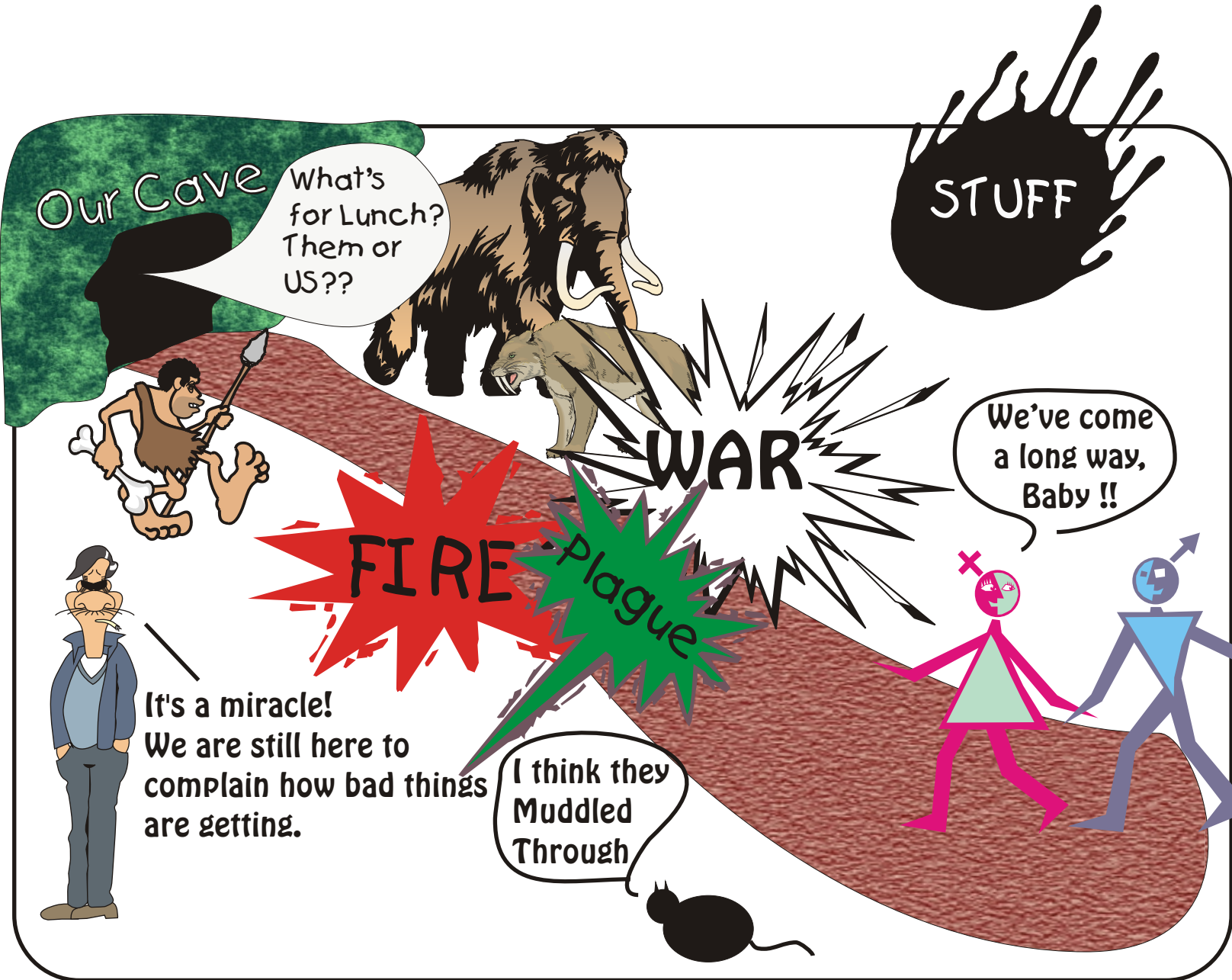
A Learning Expedition in Open Space

- © Peace and Peacemaking
- © Muddling Through: Self-Organization and Griefwork
- © The Practice of Peace: The Roles of Peacemaker and Leader

Peace is infinitely more than the cessation of hostilities. And Peacemaking neither starts nor ends at the negotiating table, for the objective is not just a set of treaty terms acceptable to all parties. but rather the renewal of meaningful and productive life for the planet, the nation, organization, and each one of us.

Muddling Through Self-Organization and Griefwork







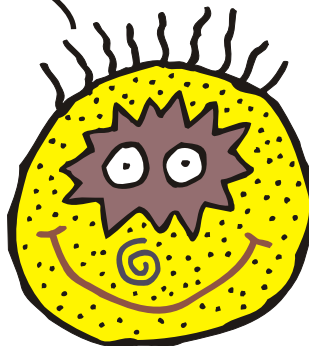
A Shot Heard Around the Cosmos

And 14 billion
years later...
We showed
up!

How did
that happen?



Pretty much
by itself.



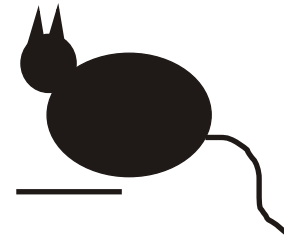
“As some of you know, I have had some trouble with my family. But I just want you all to know that I have found my family, and it is you.”

Two Stories to Set the Stage



“The visual memory etched in my mind: smiling people, embracing, even kissing, a certain sense of intimacy in the “Open Space”. I pray that we shall be able to safeguard this initial start, and succeed in imparting it to more and more people.”

What would you expect from a Story Teller?



Transformation of Consciousness

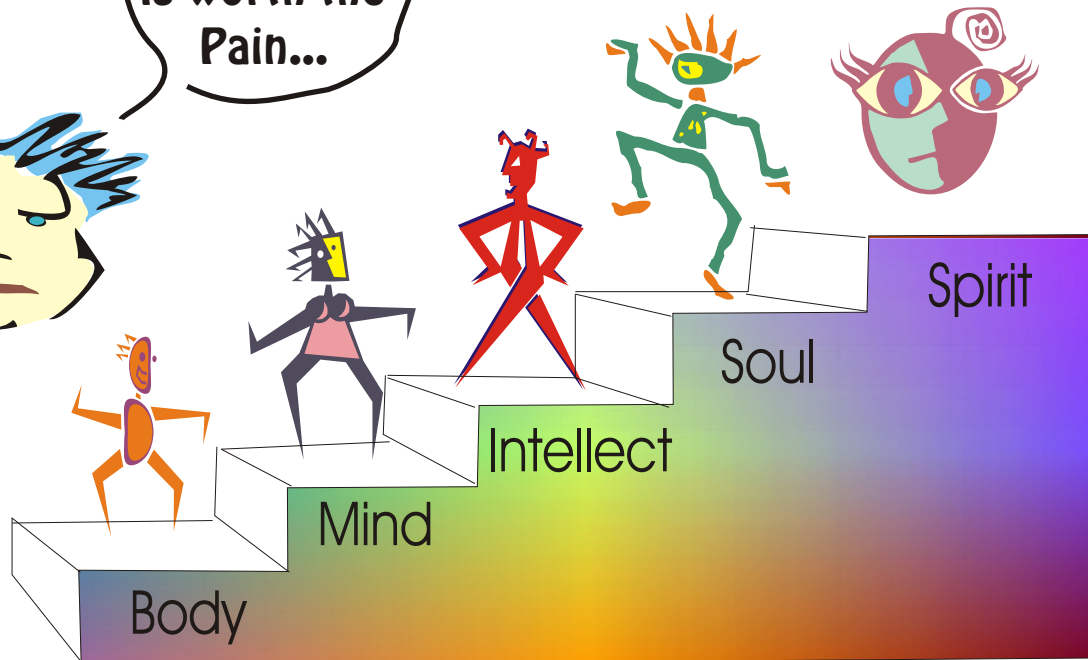
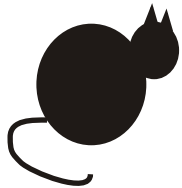
This stuff
can Hurt!



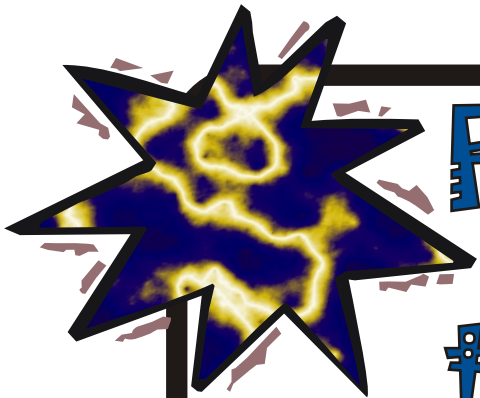
But the gain
is worth the
Pain...



It's a very
old Story.



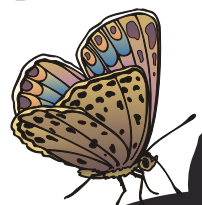
The Great Chain of Being



From Quarks to Quasars

On to new
and higher
orders of
complexity!

Butterfly



We call this a
Complex Adaptive
System.

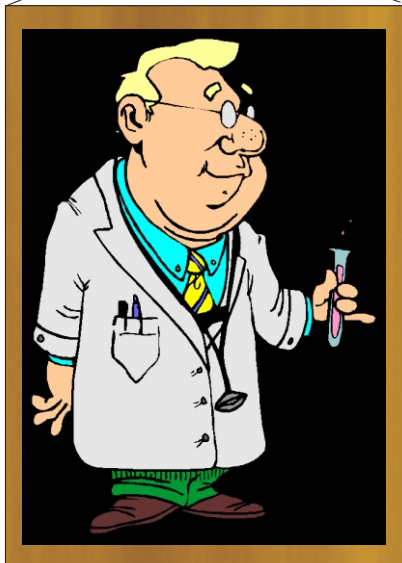
Murray
Gell-Mann



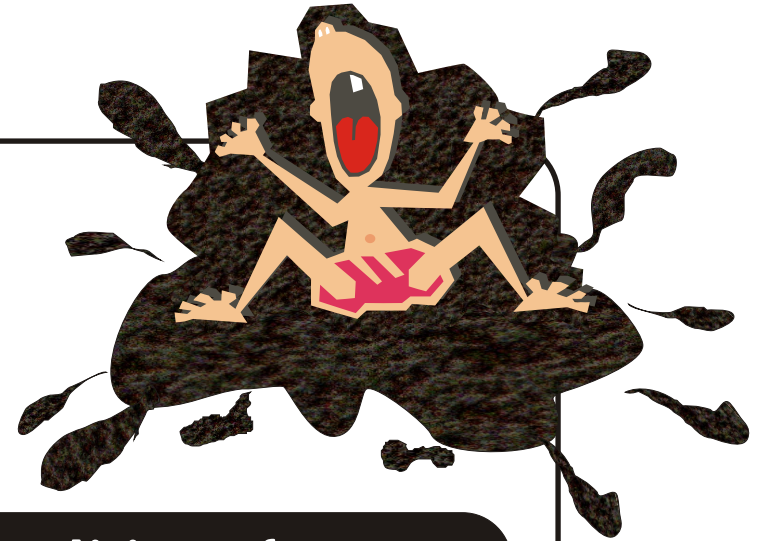
Bombed!



From Ooze to US!



Thank you
Stuart
Kaufmann



PreConditions for Self-Organization

Nutrient, safe environment

Diversity / Complexity

Search for Fitness

Sparse Prior Connections

Edge of Chaos

The Story Continues...

The Open Space Experiment

But it Has!
30,000 times!!!

This stuff
will never
work!



Self
Organization?



But what
about Peace?



Experimental
Conditions

Real Issue of Concern
Diversity of Players
Complexity of Elements
Presence of Passion
Decision Time was
Yesterday

Experimental Results:

High Learning
High Play
Appropriate Controls and
Structure.



Happens
every time!

Genuine Community!



“The visual memory etched in my mind: smiling people, embracing, even kissing, a certain sense of intimacy in the “Open Space”. I pray that we shall be able to safeguard this initial start, and succeed in imparting it to more and more people.”

Peera Chodorov, Participant in Rome

Happens all
by itself



I thought
God did it?

Probably did. But we
still can wonder how
he/she pulled it off.



Conclusion...or desperate hope?

The power of Self-Organization energizes the deep process of Transformation. From the moment of The Big Bang until this present instant we, and the whole Cosmos, have been led on the path towards Genuine Community. It is our Search for Fitness with ourselves, and with our environment. It is the Way of Peace – as wholeness, health, and harmony. And it happens all by itself.



If Peace happens all by
itself, Why are we in such
a mess???

**Remember... The Cosmos
was not created for your personal
pleasure and preservation!**



**It's all about
Letting Go...
But not
Giving up!**

**I thought I was
in Charge?**





With the Power of
Self-Organization
behind us... We've had
quite a ride. And not
a few BUMPS!

How do
You let go
Of the Pain?

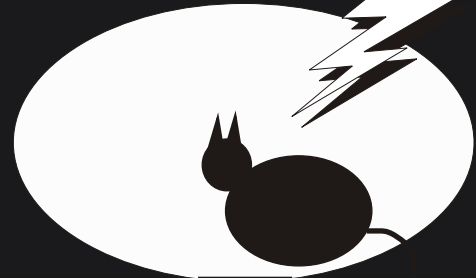
CHAOS

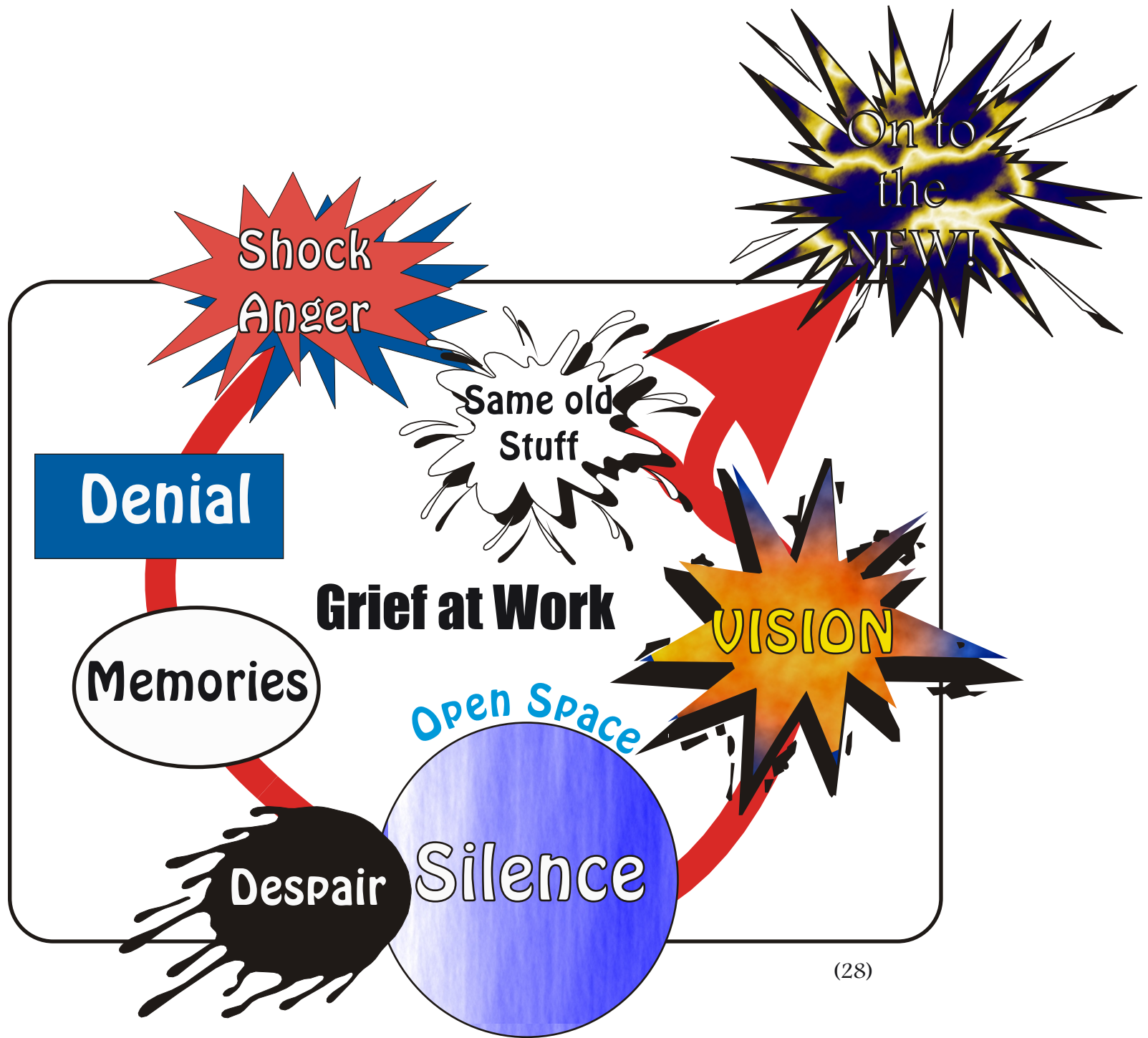
CONFLICT

CONFUSION

Ending/DEATH

There is a
Way. It is called
Griefwork.







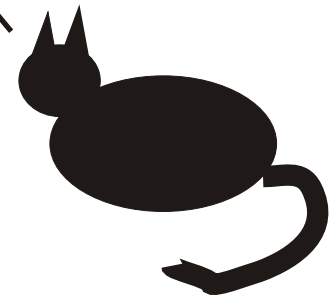
Denial

It will
never
Happen!



It

Happened



Memories

*Remember
When?*





Open Space

Silence

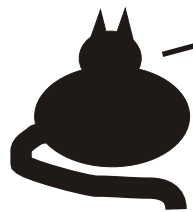
**What are you
Going to do
For the rest of
Your Life?**

I Wonder if...



Back?

Forward?



— It's your choice!

Thanks to the Powers of Self-Organization
And Griefwork – We have been
Muddling Through!

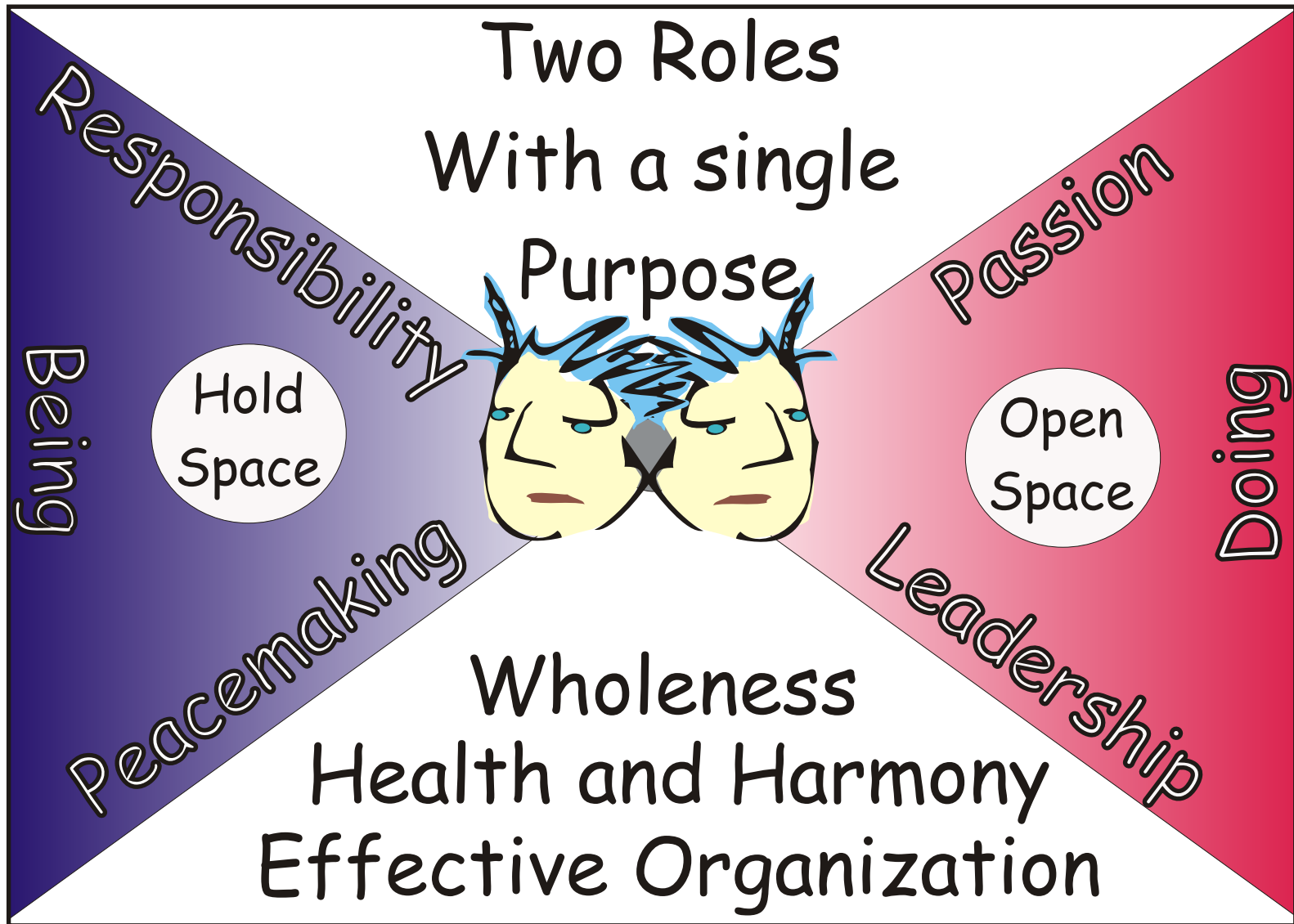
Nothing else
needed – but
some Practice
will help.

14 Billion Years

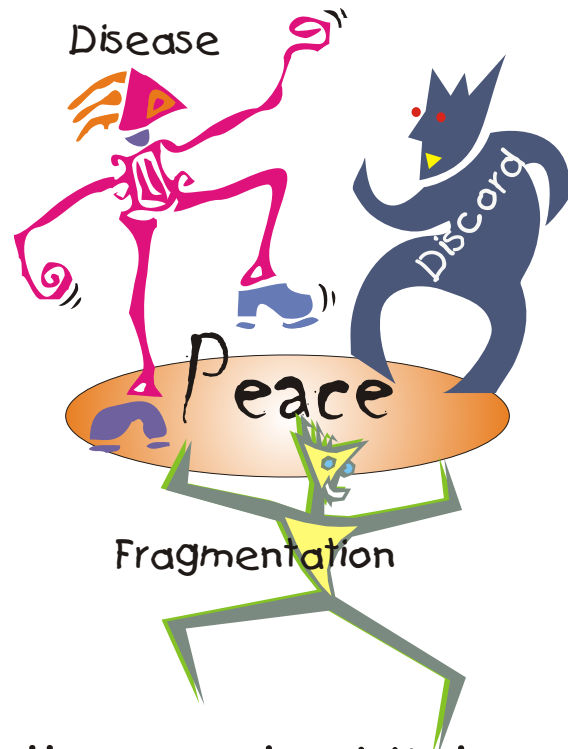


*The Practice
of
Peace*

The Roles of
Peacemaker and Leader



Lessons from Open Space



When Peace is Threatened...

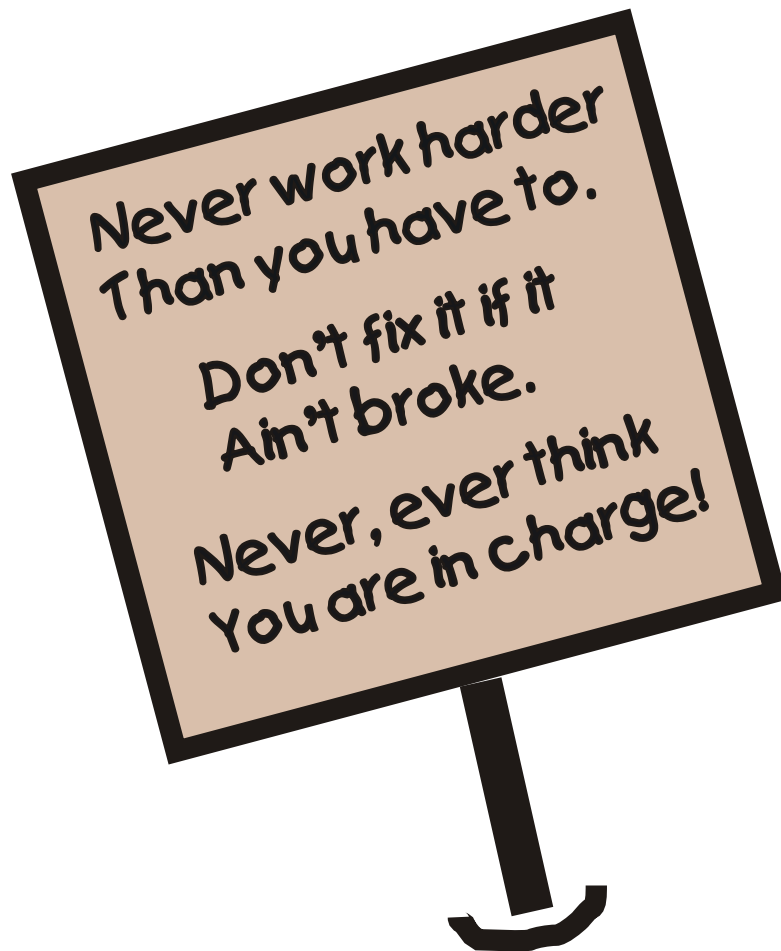
Open Space!

Of course
We could just
Muddle Trough.

Call upon the Higher Powers!
Let Self-Organization and
Griefwork do their Job.

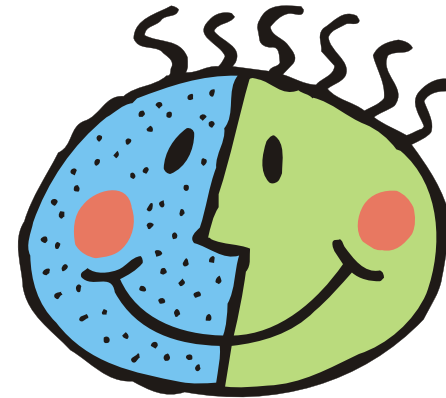


Three Caveats...



Being Graciously Spacious

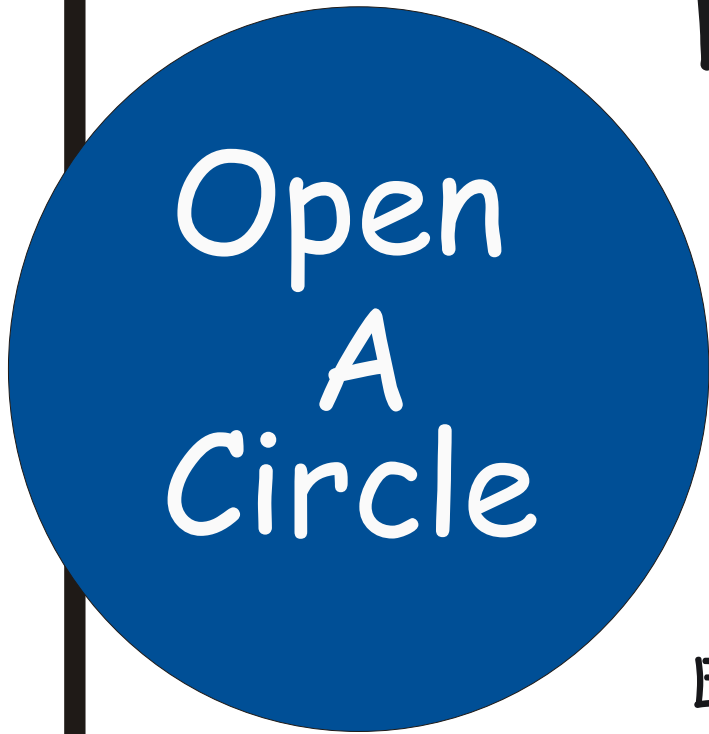
*An Invitation
For Everyone
Who Cares*



It all begins
With Invitation

We used to
To call this
Open Space
Mentality.





The Geometry Of Community

Nothing useful
Ever happened
In a Square



Make Space for...



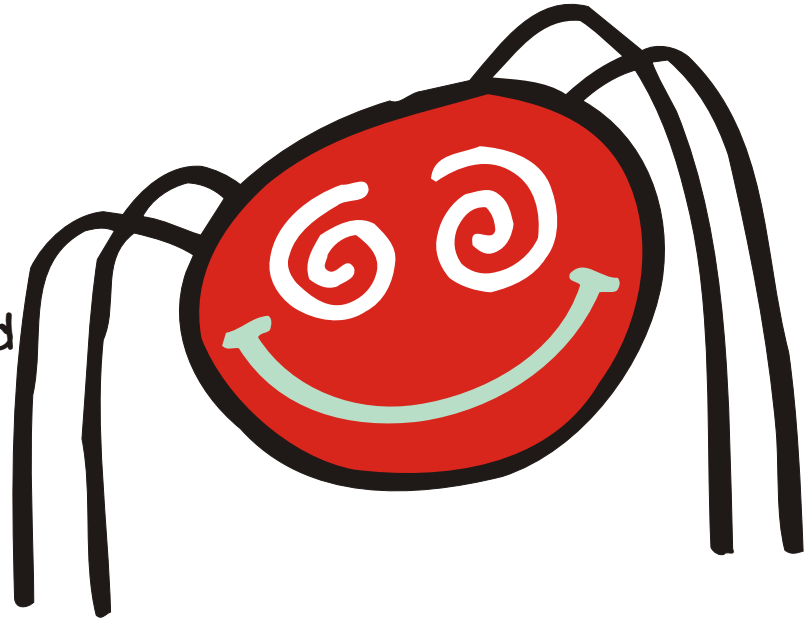
Remember the Four Principles

Whoever comes is
The Right People.

Whatever happens is
the only thing that could
Have.

Whenever it starts is
The right time.

When it is over, it is over

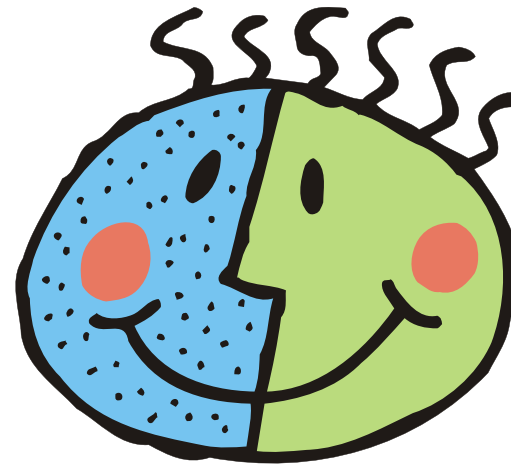
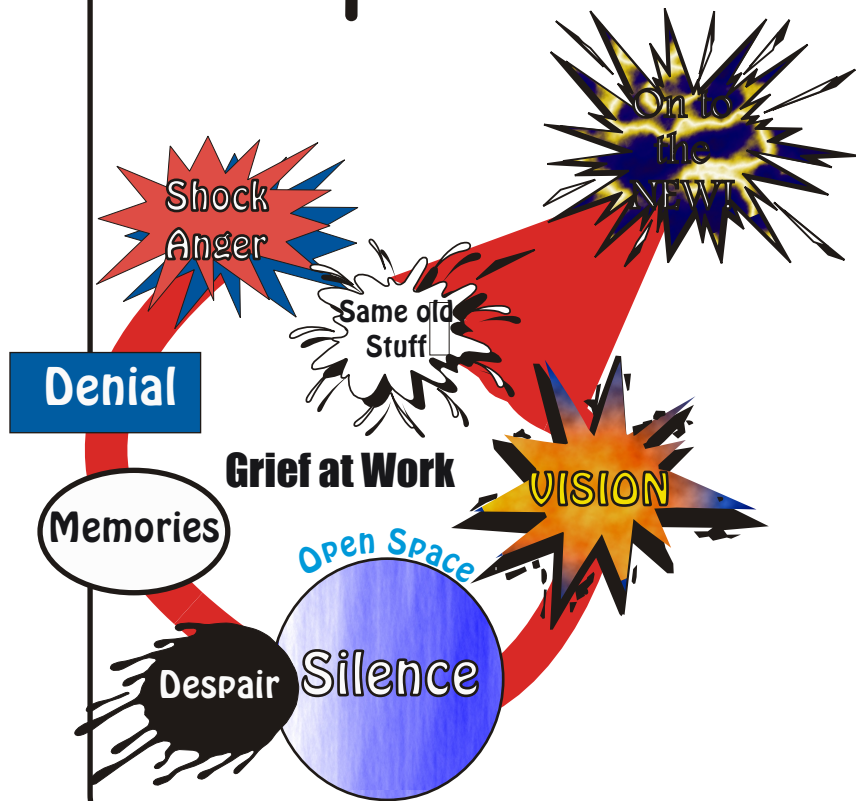


Observe The Law!

If you find yourself
in a situation where
you are neither learning
nor contributing...
Use Your Two Feet!



Keep Grief Working!



And when there is
Nothing to be done...
Be a Silent Witness.

The Practice of Peace as a Spiritual Discipline

*As you create Peace for others
So you will find Peace for yourself.*