

The Holistic Organization—Interconnections, Interdependence, and Integration

The Holistic Organization

A Holistic Organization is the seamless interconnection, Interdependence, and integration of all of the working components of a business operation. The fundamental principle of **holism** is further captured by the terms synergy, synthesis, multidimensional, systems thinking, and unity—in essence, the whole is greater than the sum of its parts.

This offering is in response to the rapidly changing organizational landscape involving **people, processes, and performance**. In terms of **People**, flexible work arrangements, mental and emotional health, work-life integration, and overall employee well-being. **Processes** include technology integration, human and machine collaborations, and resiliency and adaptation. **Performance** involves holistic leadership and management, technology-driven connections and communications, talent retention and engagement, and a wisdom-based culture.

Holistic Leadership—The Power of the Collective

After establishing an *experiential understanding* of a holistic organization, the presentation engages an in-depth learning experience of **Holistic Leadership—Power of the Collective**. Symbolized by the power of people united, synergy, and the collective intelligence of the organization. The intention of this new leadership program is the integration of a culture of caring, compatibility, and wisdom.

Compatibility is the integration of the *mastery of differences, collaboration*, and transformation from high performance to *exceptional performance*.

Mastery of differences is the ability and intention to holistically resolve polarized conflict of *any* nature and to use the synergy of differences for breakthrough problem solving, creativity, and quantum-thinking.

Collaboration is a consensus-building process wherein employees work together within and across workplace arrangements and functions for designing and implementing creative solutions to workplace challenges and opportunities.

Exceptional performance is the result of a synergy-driven organization which values and integrates different perspectives, competencies, and backgrounds in creating an operation which embraces continuous transformation as the source of endurance.

Measuring Compatibility and Holism

As a means of measuring the integration of compatibility and holism, the leadership presentation introduces a new, four-part instrument called **The Foundational Elements of a Borderless Holistic Organization**. This instrument categorizes the four major elements of Performance and Culture within each business function and working arrangement—operating as an organization of One.

The Holistic Infrastructure

A major element of support in achieving exceptional performance is the seamless application of **competencies, resources, and execution**, both individually and as a collective. This support is provided by the sequential integration of a five-part holistic **infrastructure**. The five segments of the infrastructure are: The Rules of Engagement of Holistic Performance; The FuturePerfect Performance Initiative; The Performance Elements of Compatibility; Quantum-Thinking; and a Wisdom-Based Culture.

Leadership Plan for Creating a Holistic Organization

The final exercise of the leadership learning experience is the application of the **FuturePerfect Leadership** model in designing a unique holistic organization. This exercise is performed by six collaborative teams who design the plan for immediate implementation of achieving the six major principles of a holistic organization. The combined efforts of each team is a unique blueprint for initiating the journey of holism.

Facilitator

The lead facilitator for this learning experience is Christopher Harding. Chris has facilitated Innovations transformational programs for more than 25 years. He is extraordinary with respect to his experience, knowledge, and wisdom in facilitating both individual and organizational learning involving visionary leadership.

If there are questions or comments about this offering, please contact Bill Guillory using the following information.

Innovations International Inc.

William A. Guillory, PhD, President /CEO

Salt Lake City, Utah 84117 USA

bill.guillory@innovint.com

Tel: 801.274-2885 (Off) or 801.671-8392 (Cell)

Website: innovint.com