

# UNCOVERING RESIDENCY

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  - **One comment: observation / question / angst / euphoria**

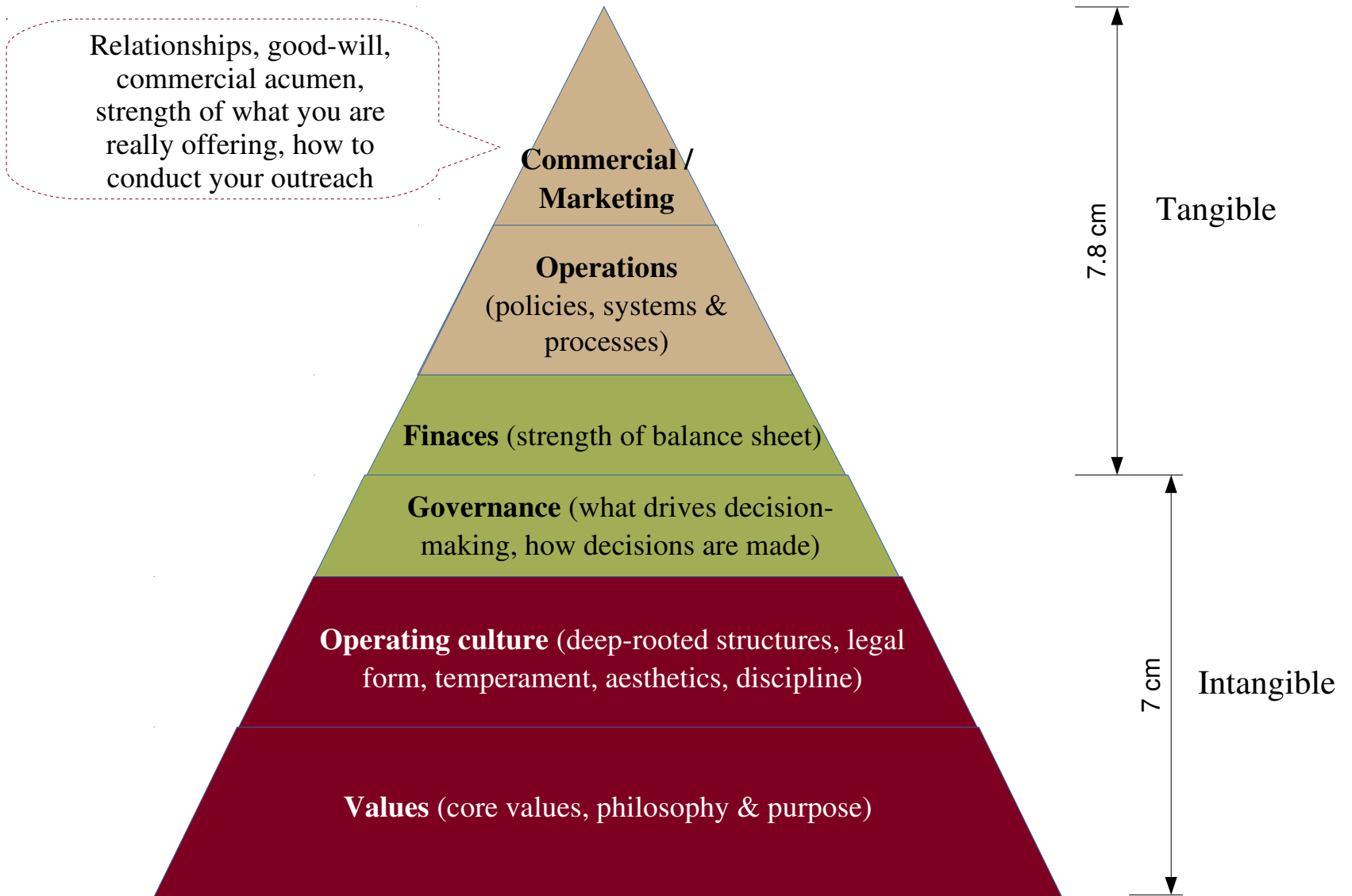
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  - **Can you operate without a perspective on development and one on organisations?**

# Placing your actions & decisions

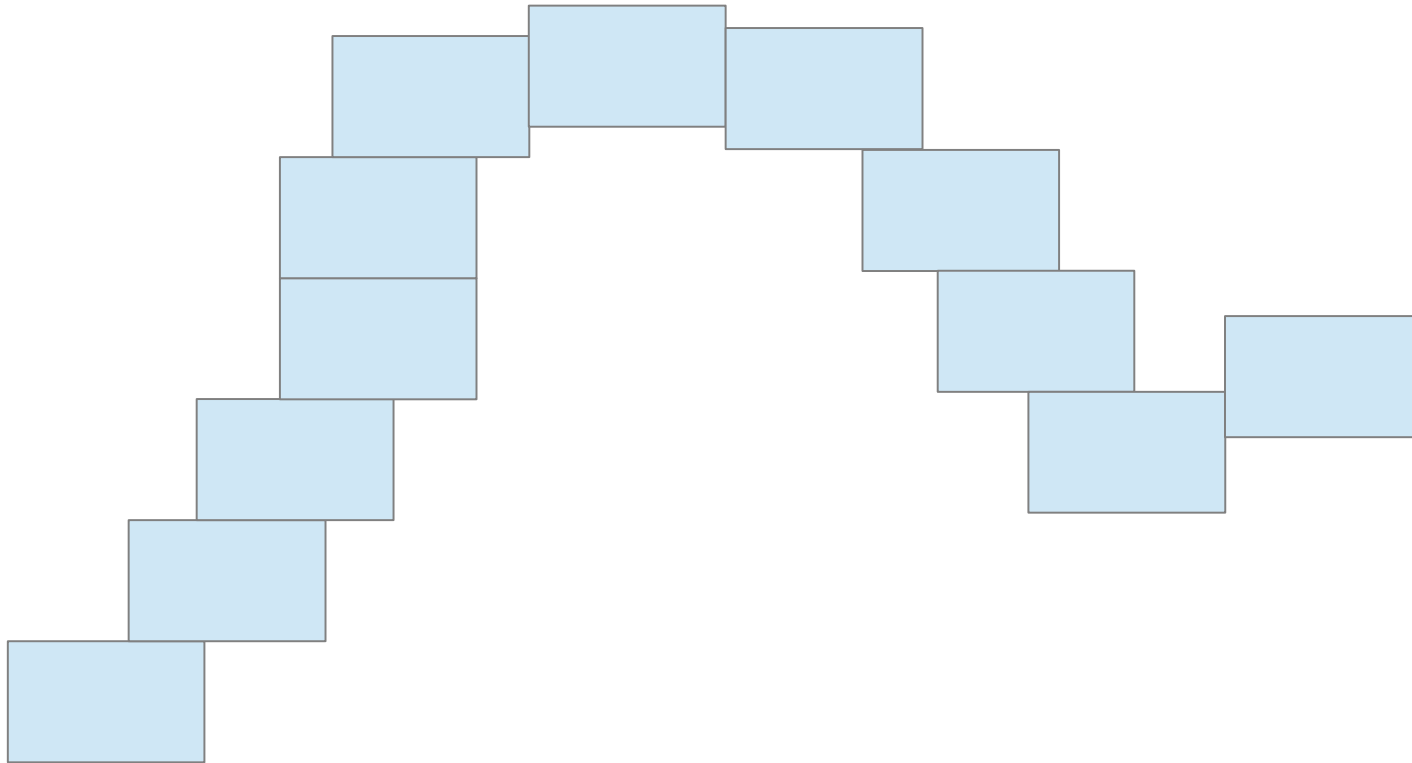


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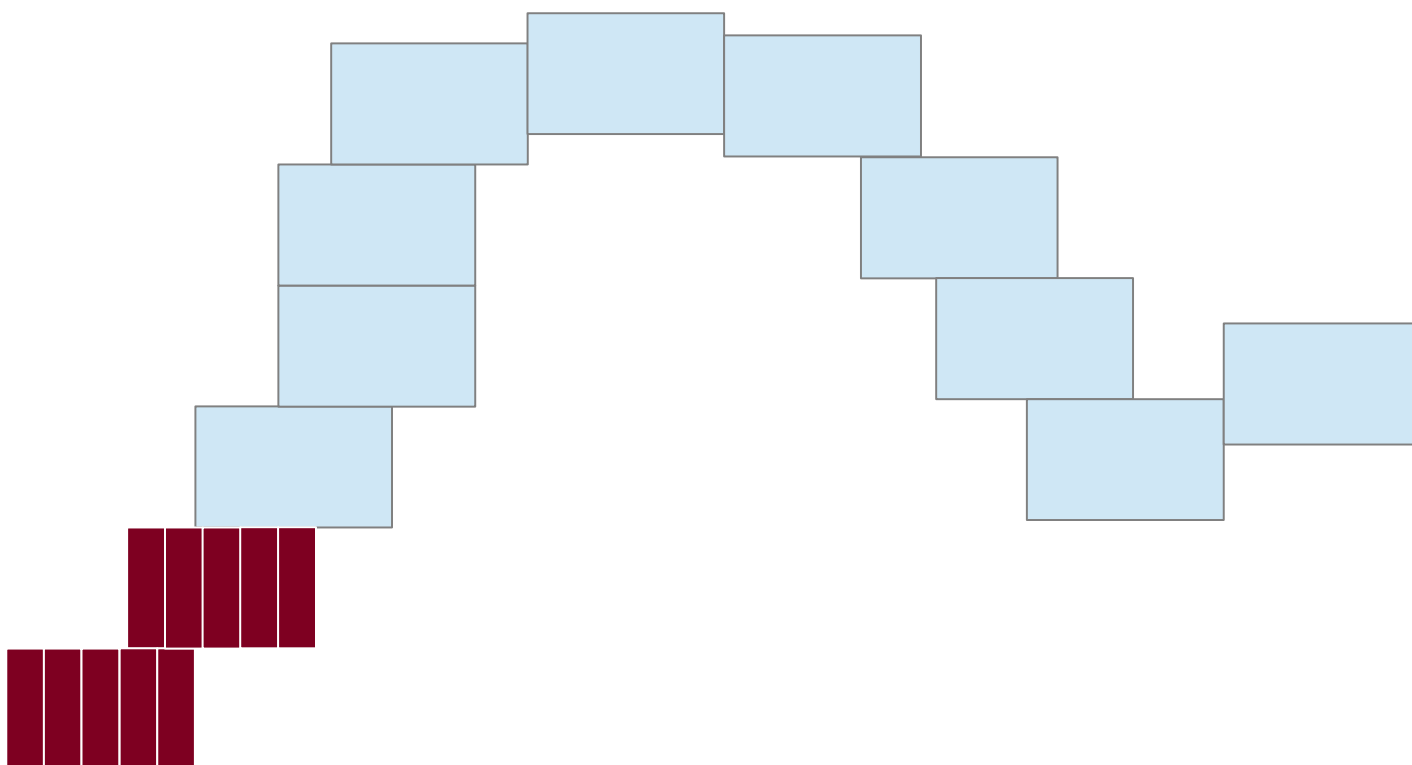
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  - Sharing of experiences
  - Can you operate without a perspective on development and one on organisations?
  - **Importance of having a frame-of-reference**



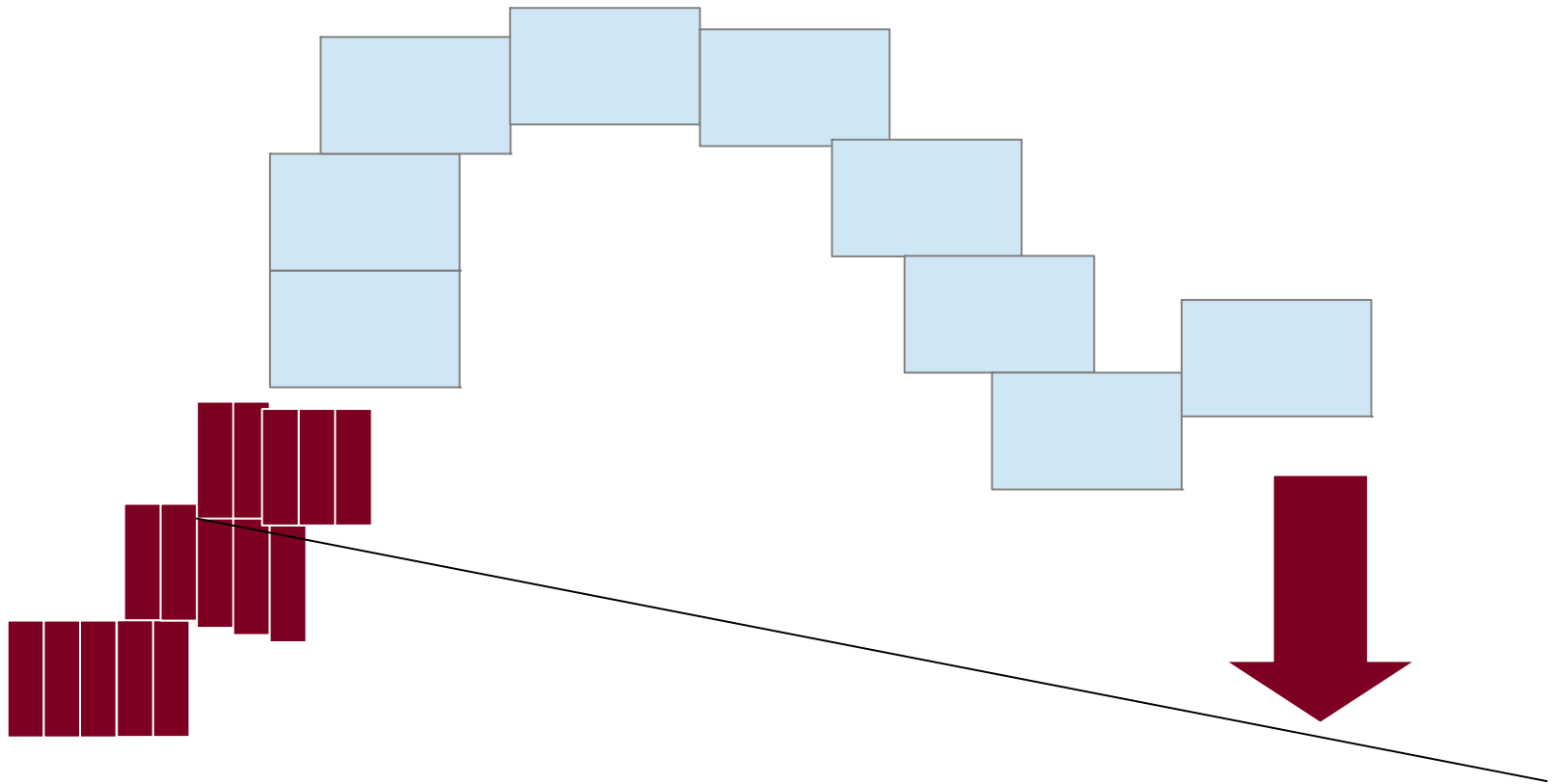
An organisation is built one brick at a time



Indeed, it is actually built one decision at a time.



Therefore, one small mis-step can have long term consequences.



## Small causes have large effects.

Does the flap of a butterfly's wings in Brazil set off a tornado in Texas? (Butterfly effect)

It takes years to build a reputation, and a moment to destroy it.

Imagine a single off-beat note in an otherwise perfect piece of music and think of the irritation it will create in your ears and your mind.

“Now then monks, I exhort you: All fabrications are subject to decay. Bring about completion by being heedful.” --- As *per the Theravada Buddhist tradition, these were the last documented words of the Buddha to the people who had gathered around his deathbed.*

## Collective reading & discussion

- Real-life in an organisational setting works very differently from classrooms, of course.
- For one, the world is not made up of squares and triangles in your mental models. Finance and operations are very different from each other. Every person in the organisation is different from another. How do you really combine such very different pieces without any coherent organisational frame?
- Secondly, the objective itself is not so clearly expressed. As a result, it is very difficult to identify the correct picture (frame-of-reference) from where to begin from. Often people take the short-cut of copying some other organisation or model. The result: organisations start looking like each other. In that case, the one with the ability to mop up the largest financial support will win the day. Example, what is the difference between an OLA and an UBER?
- Thirdly, imagine solving a puzzle. What if the puzzle kept changing every day? How to keep inventing new solutions to solve new problems? To complicate matters, what if the pieces started changing during a single session? Isn't it likely that your decisions will one day move in one direction and some other day in some very different, and even opposite one, without you consciously realising it?
- Finally, the model in your head may well be very different from that in the head of your colleagues, your bosses and the Board of the organisation. How will you then play your role without complaining, developing irritation towards your colleagues, and, God forbid, becoming a bit cynical?

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- **What does it mean for you as a professional?**

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- Did it improve your understanding of the meaning of being a professional?
  - **Watching over your intentions**

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  - **Watching over your intentions**
    - Institutional mission vs. personal desire & ambition
    - Do you practice what you preach?



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  - Watching over your intentions
  - **There is a reason why things are the way they are:** interrogate, accept, accommodate, and re-arrange.

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  - **Skill versus Sector.**

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  - **Success vs. Satisfaction.**

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  - Success vs. Satisfaction.
  - *One ought, every day at least, to hear a little song, read a good poem, see a fine picture, and if it were possible, to speak a few reasonable words.* ~ Goethe