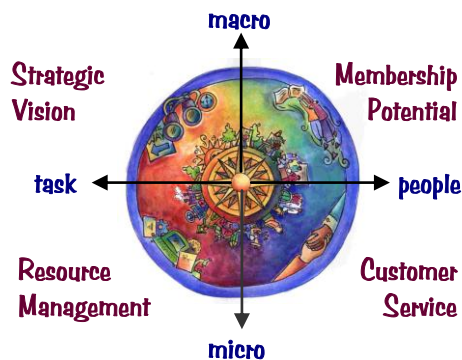


Organizations Alive!®

~ CREATING VIBRANT AND REMARKABLE ORGANIZATIONS ~

Organizations Alive! is a model for deeply understanding and working constructively with the complexities of organizational dynamics. It is built on four foundational elements, which makes it easily and quickly understood by everyone – from the front lines to the most senior levels. And yet, it accommodates the unique, ever-changing, and developmental nature of all organizations.

Two of the four foundational elements concern the information used by an organization (**macro** and **micro**); the other two elements concern the focus of decision-making (**task** and **people**).



When the two information elements are combined with the two decision-making elements in a grid, they create four distinct domains:

1. **Strategic Vision** (macro-task)
2. **Resource Management** (micro-task)
3. **Customer Service** (micro-people)
4. **Membership Potential** (macro-people)

Each of these four distinct domains, or **Success Factors**, requires constant and focused attention, resources, and energy if the organization is to be successful and *vibrant*. These conflicting demands cause tension at the six **Interfaces** created between the four **Success Factors**.

The more conscious an organization is about the tensions, and the inherent opportunities and challenges that exist at the **Interfaces** between the **Success Factors**, the more proactive it can be to work creatively and productively. It becomes possible to conduct more focused discussions, make more confident decisions, and take more appropriate actions. The organization is more able to do the *remarkable*.

The *Organizations Alive! Model* is used with private sector enterprises, government departments, professional organizations, advocacy groups, and charities to enhance and reinforce the commitment to:

- A clear sense of purpose and direction,
- The careful and responsible use of resources,
- Knowing the wants and needs of those served, and
- Engaging the talents and energies of all members of the organization

*It's biological!
It's logical!
It's magical!*

Organizations Alive! is ...

- a mental **model** (i.e. a thinking framework or lens) for understanding the organic, logical, and extraordinary nature of organizations
- a **method** of diagnosing, planning, intervening, and evaluating
- a learning **program** and **professional qualification**
- a wealth of learning and support **resources**
- a **network** of organizational change and development Practitioners

Organizations Alive! is not ...

- a **prescription** for making things 'all better'
- the latest **fad**
- a **replacement** for individual and collective wisdom, integrity, and ethical behaviour
- in **competition** with current practices, expertise and knowledge of organization behaviour
- a **placebo** for organizational problems