

The key elements and core principles of our craft

SETTING THE CONTEXT

Zooming out. Zooming in.

Destination - knowing where you are going.

Reality - knowing where you start

core principle:

The map is not the territory - knowing the route does not equal to walking the route. Plan for the walk.

STRATEGY

Exploring the map, choosing the route

Sensing the journey. What will it take? Getting ready. Being wise.

Travelling alone is different than traveling together - what are you planning for?

what will you need? You can only take as much as you can - so what and who will you take along, what and who might you leave behind.

core principle:

wherever you are heading - there are always many different routes you could take. be sure to explore more than one - know why you choose what you choose. be ready to let go if or when it's time.

STRENGTH:

the tangible and intangible assets you'll need to make the journey

physical/mental/emotional strength, mind-set, attitude, motivation, patience, curiosity, solution orientation knowledge money, fuel, equipment ... all your gear and gadgets you might have

core principle:

know your strengths and never forget - strength is impermanent.
you will get tired. you'll spend the money and use-up your fuel.
how will you recharge your strengths?

SKILL:

your capabilities in action

your ability to use your strengths + all of your knowledge and competencies that are needed or good to have. things will happen. you will be surprised.

core principle:

show-how rather than know-how - skill is about what you can actually DO demonstrate in practice. And if you yourself cannot - please do know who can.

BALANCE:

wisdom of the right measure and the just enough

mastery of knowing what is needed in every moment. how much of what? what does balance mean? stability or agility? holding your ground. knowing when to move and when to stay still.

core principle:

ask what is needed, what is there and what's missing. sometimes excellence is more than you need, and mastery is in the good enough

COORDINATION:

the wiring of your actions - the structure, the connections and the flow

how you organise yourself and others (the system) as you move - who moves when and how. how do you communicate and share information, make decisions, and act upon them timely, efficiently

core principle

be clear about roles and boundaries, transparent in communication, efficient, timely in your actions

AUTO-CORRECT

tracking performance and aligning our actions as we move

paying attention, being present to notice what happens as we travel the path of change - willing to let go of our plan if it does not take us where we want to go. responding to unexpected developments, adapting our strategies, re-arranging our structures. learning on the go.

core principle:

be present to notice and acknowledge what is really going on - humble enough to let go of your plan, bold enough to see what needs to be seen, willing to do what needs to be done