

The background of the top half of the cover features a series of concentric, hand-drawn circles in a light beige color, centered on a white background. The circles are slightly irregular, giving them a organic, hand-painted feel.

A D R I A A N B E K M A N

IMO UNIQUE

What are unique elements of the IMO approach?

IMO Publishing House

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Introduction

To answer the question “what makes us unique as IMO”, a question I regularly receive from colleagues and clients and friends, I have to reflect every time again and try to find an answer. During these reflections there has appeared an image that stays consistent in my mind.

This is the image.

We all have a universal natural/cosmic body, we all are a unique spirit “I”, we all appear as an individualized soul and meet each other.

We are part of a Godly creation as well are we creators ourselves of the organized world.

It is the human soul that is at stake. We explore the soul development out of this threefold image:

Universal human values that represent the human spirit: freedom, love and respect.

The unique “I” appears in the soul



We work with our client on concrete development questions of man and organisation in the situation

This threefold image of soul development guides us exploring “The Sun Mysteries”.

This is about the connection Community and “I”. To learn to see “the second face of the other in the first face”, “to look through the eyes of the other and support his/her question, the suffering”.

This connection is created in the process, out of our dialogue, with biographical meaning. The question as soul manifestation is opened up and the content is being recreated. We share leadership.

Methodology

First of all, a unique methodology called “methodology of the evidential” has been developed in which the human soul is central. Man and organizational development is a matter of the human soul. We represent a unique vision on the human soul that is however in line with what has been explored during ages.

The organization is a creation of the soul and has all the characteristics of the human soul. Individuals, teams, units and organizations work from an evolving soul.

Freedom, respect and love are the supporting “I” - Soul values of humanity.

This forms a unique conscious foundation for the work we do.

We have a development philosophy / methodology about people and organization in which we focus on the process - the dialogue - on biography. Inner and outer world are connected and set in motion. We work with our clients beyond boundaries, exploring new territory. The infrastructure we created for ourselves support this exploring.

This methodology has been published in scientific journals (M & O)

Key points of our uniqueness

1. The client is not sitting in our class, but we are in the client's development process.
2. We work consistently and systematically from the client's issue/question. The question is the key soul expression. The question comes in movement. The client finds his next steps.
3. We work worldwide on a universal level in combination with the country culture and organizational culture.
4. We are part of the client organization over a long period and participate in the leadership process with regard to difficult change and development issues. Together with the client we create unique processes based on our interaction between our own ideas/experience and intelligence.
5. We work with top managers - middle managers and professionals.
6. We work from a unique image of the human being and organizational being, visualized in many publications from Lievegoed to Bekman, inspired by Rudolf Steiner and Ita Wegman.

7. We combine coaching, training, advice and organizational development based on a leadership attitude. We call that horizontal organizing - horizontal leadership.

Dialogical core exercises

Our dialogical core exercises to experience the methodology in action mirror the unique IMO philosophy / methodology / approach.

1. The leadership steering issue as the core of leadership lies with our client in the triangle between his customer process – his organizational process – his community building process. The situation is visualized with 10 photos. The other person characterizes and expresses the steering issue. The steering question appears and gives focus.
2. The person who has the question steers the process, the other supports the progress of the process by asking questions that helps the questioner to visualize the issue, by monitoring the time and by having the question re-formulated, by expressing and mirroring the essence and to help to find and express the next irreversible step.
The issue changes, the view on the issue changes.
3. The person presents his vision and the other person listens to content, feeling and direction of will, mirrors the findings and gives a tip to present it differently.
That should help the person to become more visible out of the “I in the soul”.
4. The person who does the work process examines the process, interactions and co-operation with others in the process, decision making in the process and looks for interventions on red spots by introducing a better idea. The other person support and brings the research into focus on brown paper.
The process becomes client oriented and comes into flow.
5. The person describes a situation that shows the issue and his steering principle in his actions in the situation and the effects on others and investigate what a different steering principle can be that works better. The other characterizes and helps to formulate the steering principle.
There is a new alignment between inner and outer world.

6. The person listens to the inner voices and how to control these voices. The other person can do an intervention.
We create openness of the soul and a new inner space for development.
7. The person searches for three different future images that live inside him and what tells this about the choice there is to make in directing his life? The other questions and asks about the decision that presents itself.
The future we create now with our judgements and decisions.
8. The customer makes steps in the life practice and steers the development process, the other supports. This applies to individual, team, unit and company level.
The human being and the organization come into development based on conscious actions and moral behavior.

Horizontal - Vertical

This is a horizontal practice that contrasts with the vertical operational advice and treatment practice as usual. The vertical practice can be characterized as:

The therapist leads the client

The expert serves the customer with his solution

The manager changes the work and the circumstances of the professional

The consultant trains the people with his expertise.

This is valuable support for the client but remains mostly within the vertical context and existing patterns and does not shift borders or explores new soul territory.

We work on the basis of the human meeting and personal leadership.

Self-leadership in dialogue with others is a core of working together.

Self-leadership is the ability to act in the horizontal and vertical dimensions of an organization. We all act as leaders in the leadership dialogue.

Self-leadership has seven dimensions:

The issue - the question

The goal - the indicator

The initiative - the improvement

The cooperation – bringing the other into play

Encounters and systems - share with others

To know the map – search for the track and move

The leadership skill - the right attitude

To become familiar with these dimensions is part of all we do with our client.

We work with teams and with team leaders, helping them to act as horizontal leaders.

Steering the process – Coaching the learning – Inspiring with a vision – Confrontation and making interventions are key leadership abilities.

When top leaders – middle leaders and professionals as leaders dialogue on the key development issues of the company, then their worlds are getting connected and it helps each one to act out of the whole.

The self-leading team can be given an instrument in which the foregoing has been condensed. This is handled autonomously and in own responsibility.

Mission	Improvement Project	Person	Timeframe
Goal			
Activities			