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DEEP SOCIAL WORK

A Transpersonal Approach

Faculty of Social Work, UL, Nov 5, 2010

AN OVERALL VIEW

- 4 Quadrants of Wilber

<http://integralvisioning.org/images/articles/image001.jpg>

A. The level of the Social Worker

a) Assagioli's Eg

<http://two.not2.org/psychosynthesis/articles/egg.gif>

- **b) A theory of Presence (Andries Baart)**
- Doing \leftrightarrow Being
- Intervention \leftrightarrow Presence approach
- Structure \leftrightarrow Open problem orientation
- Logical/ analytical \leftrightarrow Emotional approach
- Functional relation \leftrightarrow Mindful relation
- Adapt the story \leftrightarrow not stealing the story
- Time mangement \leftrightarrow Patience mangement
- Giving \leftrightarrow Growing

- Knowing \leftrightarrow Not knowing
- Distance \leftrightarrow Nearness
- Absence \leftrightarrow Presence

- Efficient is not necessary expensive
- Presence Theory in Social Worker's curriculum

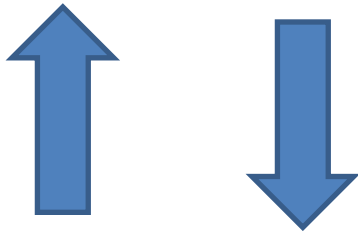
.Questions/discussion

B. The level of Organization


Gerrit Broekstra

- Business model :

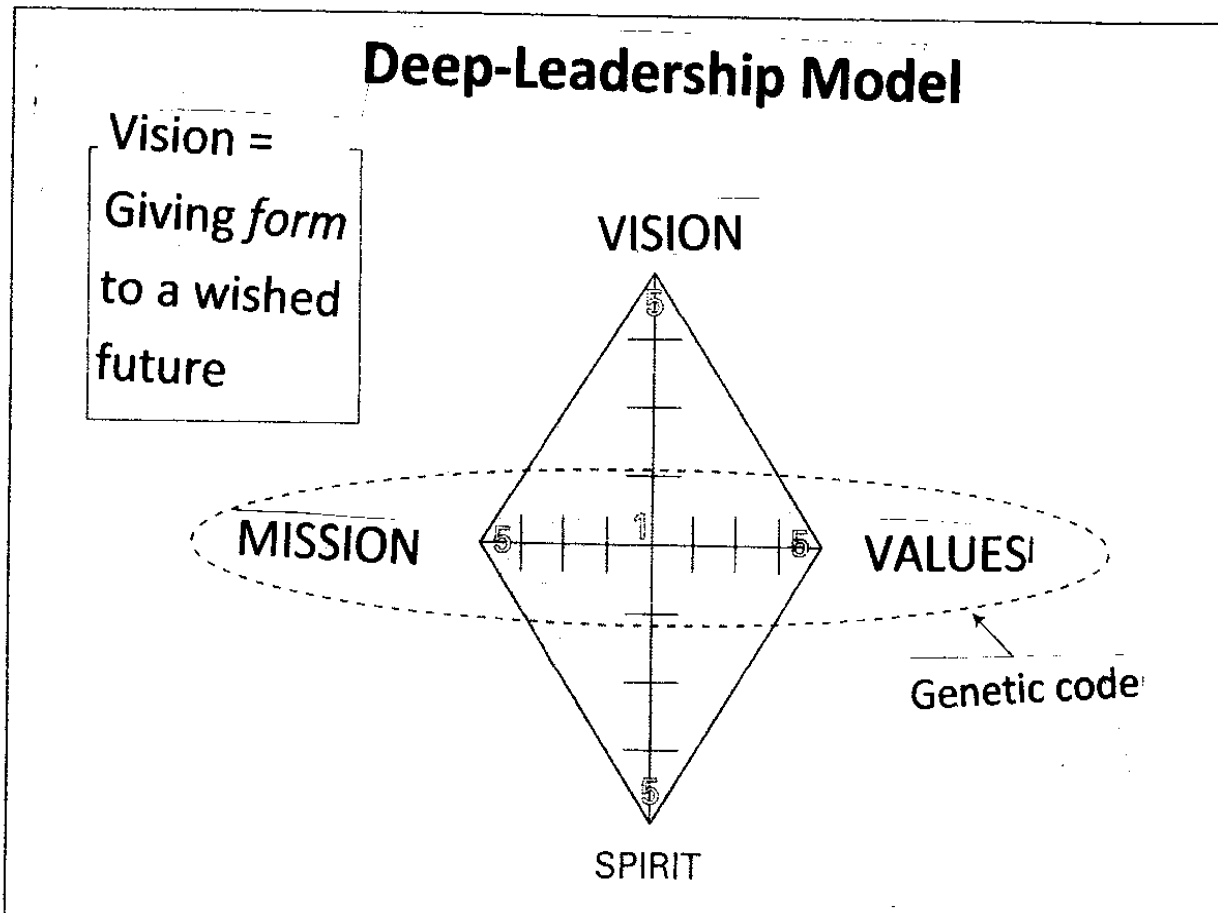
-Doing level = changeable



-Being level = permanent

-  By deep questions, e.g. “ Who are we ?”
→ Self concept = mission + values(→energ
= genetic code, DNA of Org.

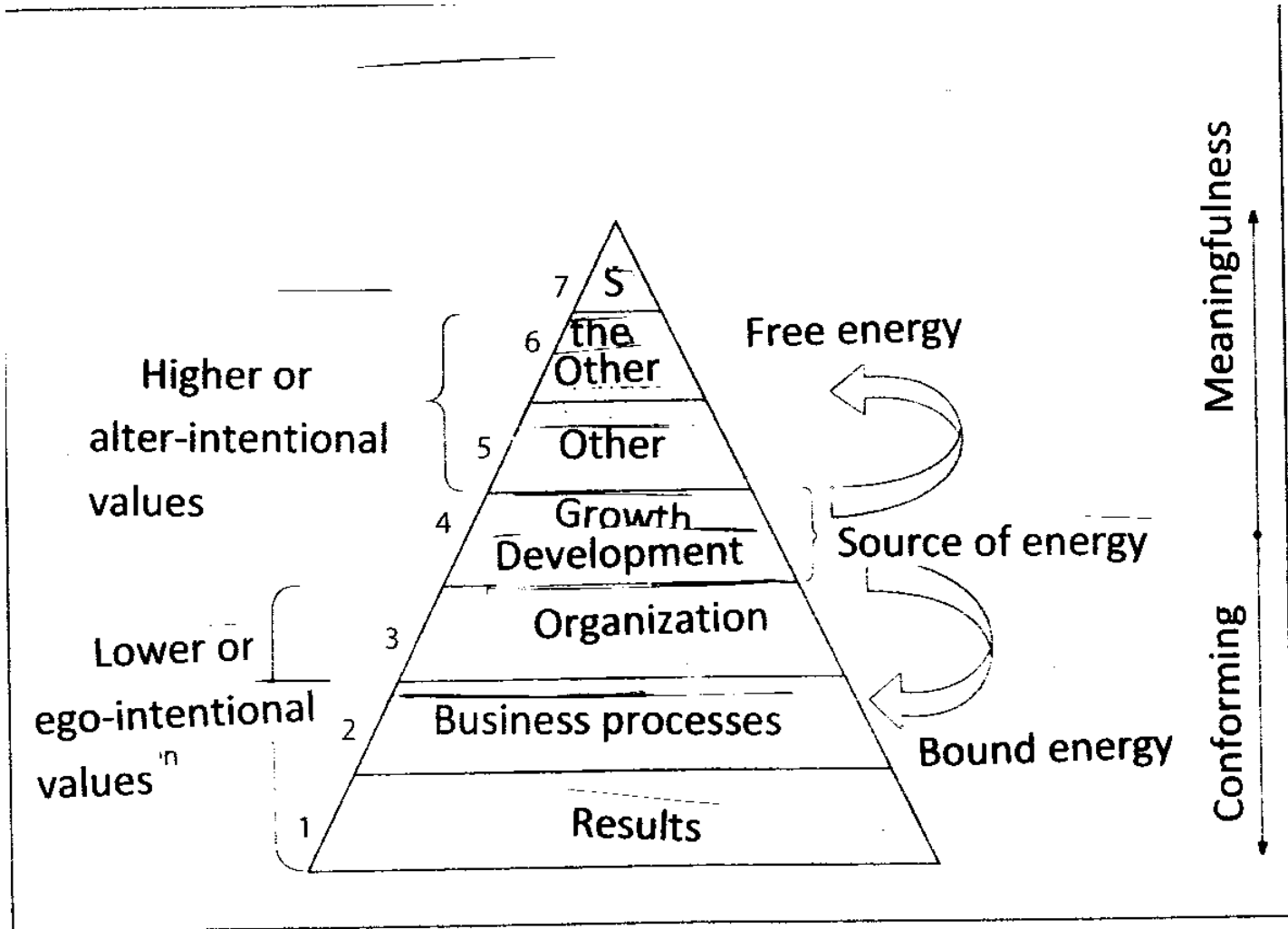
Deep Leadership Model



1.Mission

- = Why do we exist ?
 - for the total organization
 - for each work unit of the organization
- . Method : -inventory of core activities, qualities, passions
 - why are these things so important ?
(5-why analysis)
 - formulation of the mission

2.Value hierarchy



Core Values

- = driving power behind decisions on all levels
i.e.: selecting right people, training, good
decision procedures, right (dharmic) action

ego-intentional V.

Controle

Intern directed

Masculine

Survive

Conformism

alter-intentional V.

Evolution

Extern directed

Feminine

Life

Meaning of life

Concrete value examples

- **1. Results** : gain, shareholder's value
- **2. Business processes** : operational excellence, velocity, efficiency, customer intimacy and satisfaction, productivity, quality
- **3. Organization** : professionalism, integrity, commitment, respect, flexibility, teamwork
- **4. Growth or development** : creativity, innovation, passion, entrepreneurship

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- **5. Other** : -Determination, endurance
 - Care for : .environment
 - .nature
 - .planet

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- **6. The other** :.Social responsible entrepreneurs.
 - .meaningfulness
 - .development talents of:
 - colleagues
 - clients/suppliers
 - .Care for : community, society
 - ‘base of the pyramid’

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- **7. Selfrealization (S)/non-duality**

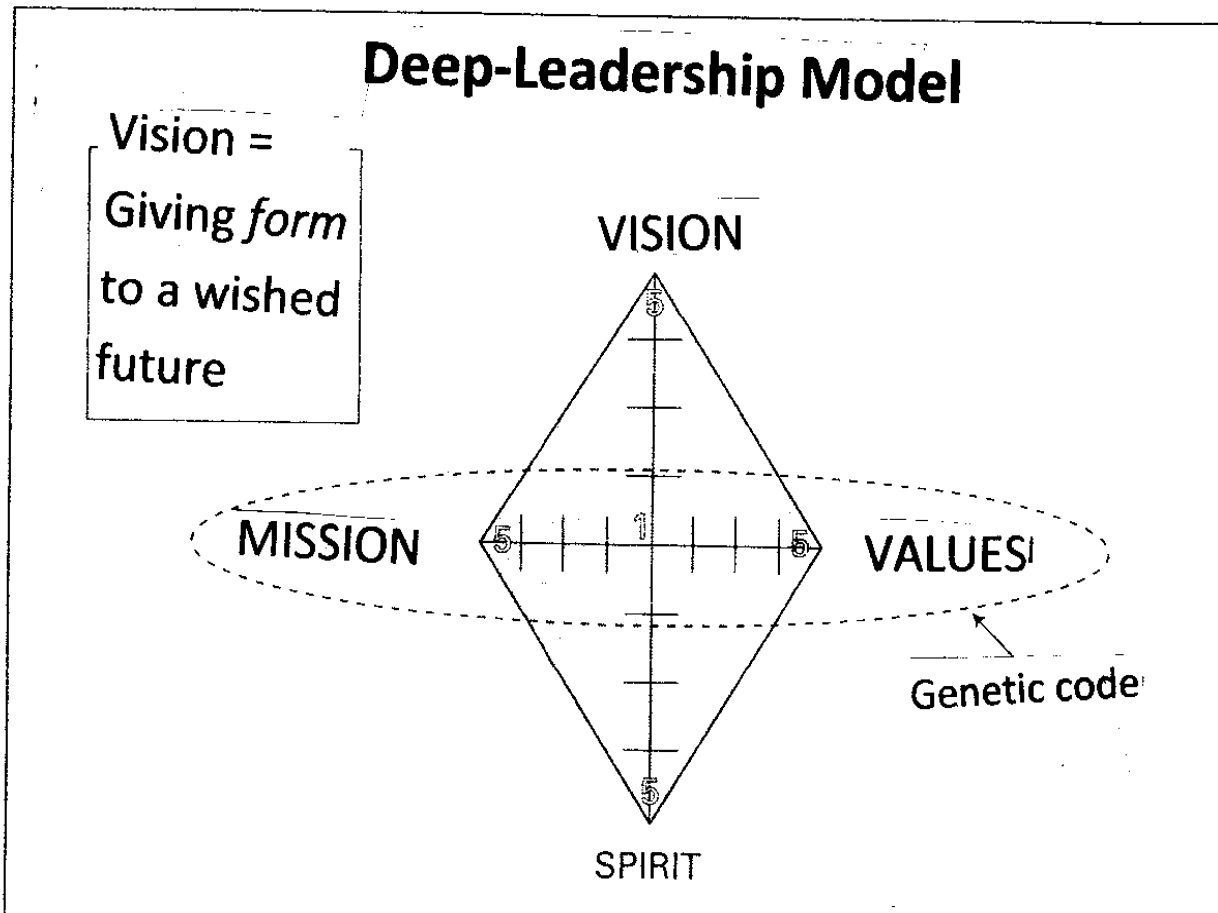
- . Unity : 'we are one'

- . Love

- . Truth

- . Unselfish service

Deep Leadership Model



3.VISION

- Clear : understandable + indicating direction
- Idealistic : with ideal(s) + ambition
- Attainable : realistic + down to earth

4.Spirit (prana) indicators

- Energy
- Empowerment
- Inspiration
- Teamspirit
- Enthousiasm
- (Com)passion
- Motivation
- Courage
- Endurance
- Vitality

Meaningfulness -Conforming

- Free energy
- Alter- intentionality
- Unity thinking
- Integration
- Evolution
- Extern directed
- Substantial
- Feminine ethics
- To live

Bound energy

Ego-intentionality

Partial thinking

Fragmentation

Control

Intern directed

Instrumental

Masculine ethics

to survive

Quickscan deep leadership (DL) profile

1 2 3 4 5

• **Vision** !-----!-----!-----!-----!

Not daring

Very daring

Not guiding

Guiding

• **Mission** !-----!-----!-----!-----!

Little inspiring

Very inspiring

Ego-intentional

Alter-intentional

Feels not as mine

Gives me energy

Values

!-----!-----!-----!-----!

Ego-intentional

Alter-intentional

Conforming

Very meaningful

Spirit

!-----!-----!-----!-----!

Little energy

Much energy giving

Passivity

Inspiring

Individuality

Teamspirit

Overall DL-score = $(V_i + M + V_a + S) / 4 = \dots$