



Effective Methodologies
for Dynamic Leadership:

Reduce Rivalries,

Do Your Homework,

Foster Creativity

European Center for Peace and
Development

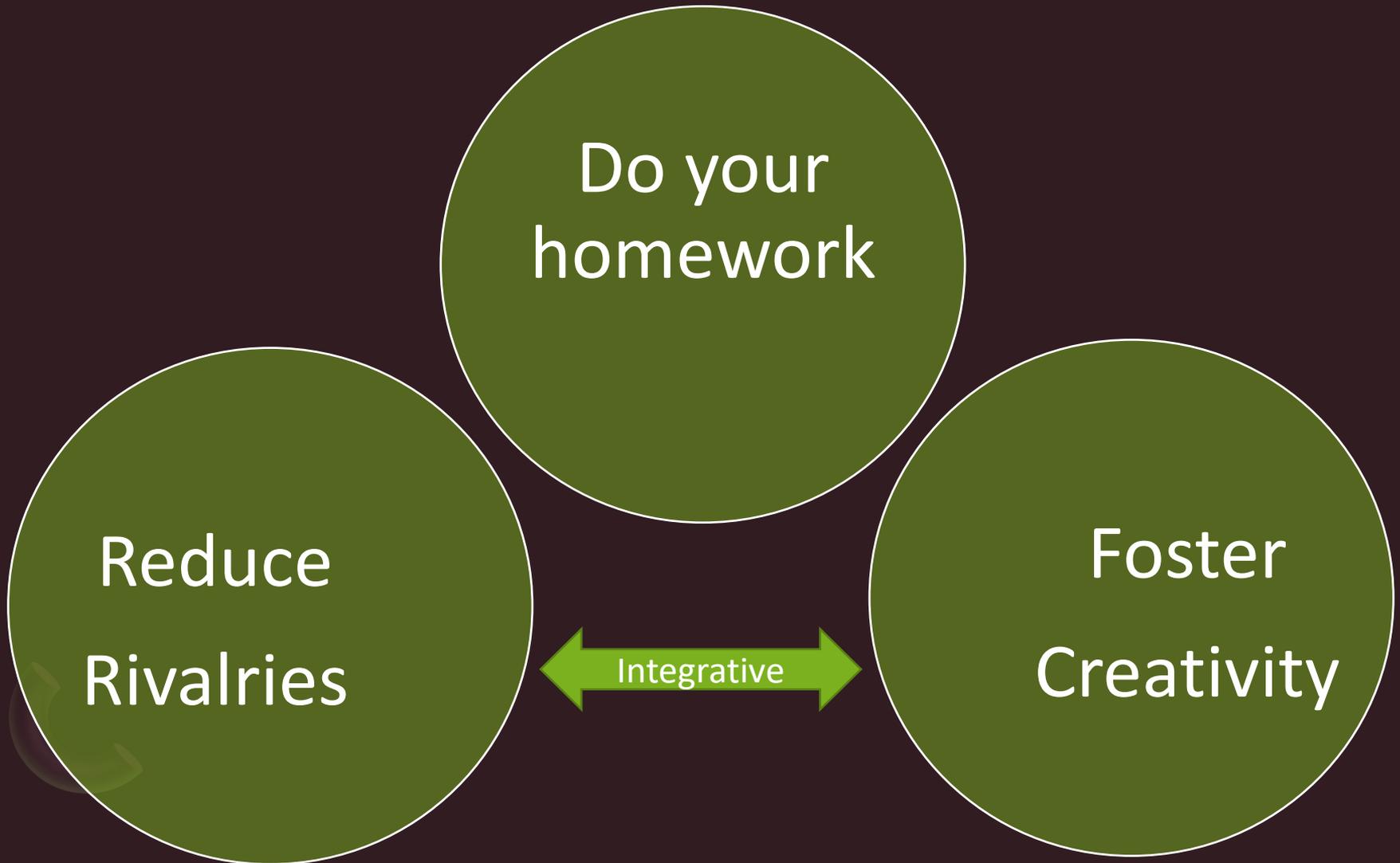
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Overview



Reduce Rivalries



REALITIES



MIMETIC
CONSCIOUSNESS



NORMS: FORGIVENESS,
TRUST, MUTUAL BLESSING

Realities

Rivalries detract from overall goal

Rivalries can harm

Rivalries are zero sum: if I can get IT the other can't have it

Rivalries are mimetic: imitative, the more the other tries to out do me, the more I will try to outdo the other

Mimetic Consciousness



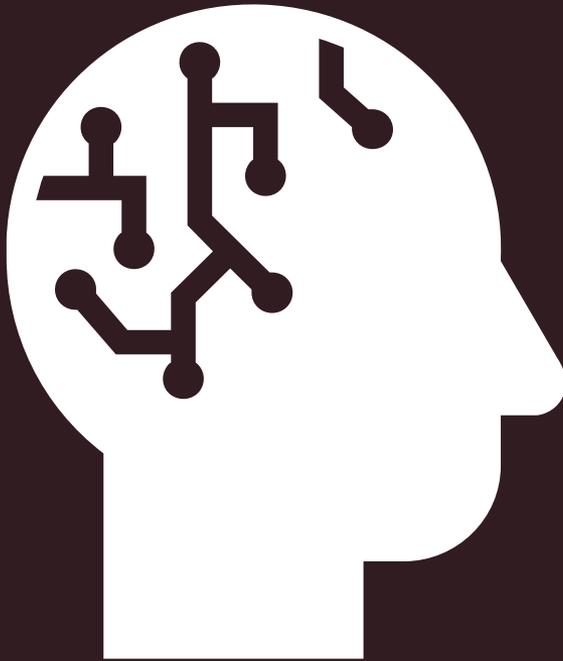
René Girard and Mimetic Desire

We see what someone else has; we imitate the desire and want the same object

We can become obsessed with getting what the Model has; we lose perspective

With an awareness we can gain perspective and refocus our attention

Mimetic Norms



Change Norms
from I to We

Learn to forgive: let
go; resentment saps
creativity

Regain trust: start with
small steps, gestures
of conciliation

Mimetic Blessing:
mutual help,
stimulation,
empowerment

Do Your Homework



Indwell a question, field,
or challenge



Research



Live with it



Follow intuition: open to
“Surprises of the Spirit”
or synchronicity

Foster Creativity



GENERATIVE DIALOGUES



MENTALITY (OPPOSABLE
MIND)



AWARENESS –
EMERGENCE AND THE
ADJACENT POSSIBLE



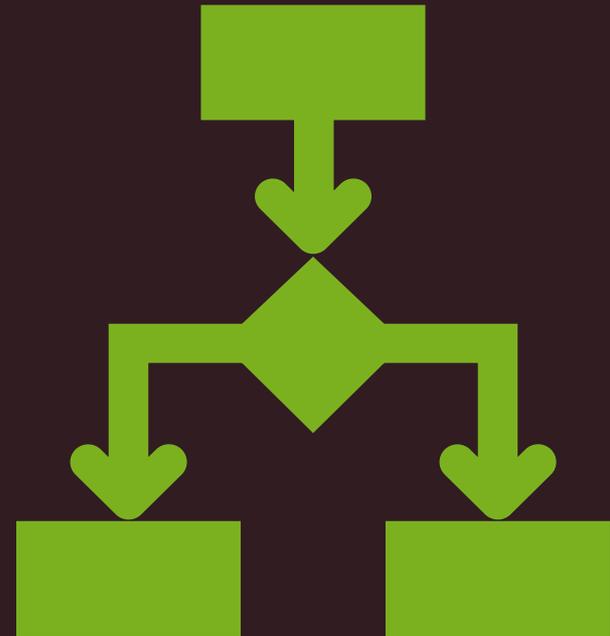
WAYS OF LOOKING AND
KNOWING



STRATEGIES FOR
INTEGRATIVE ACTION—
BACK TO REDUCING
RIVALRIES

Generative Dialogue

- Gather those who have done their homework in different fields
- Learn to think together
- Suspend judgment
- Pay attention to feelings, new ideas, excitement, misgivings
- Build on ideas of others





Opposable Mind (Roger Martin)

- When confronted with two options, choose neither
 - Search for a third option that draws on the best of both
 - Think outside the box
- 

Awareness: Emergence and the Adjacent Possibles



Ways of looking, knowing, and judging



People from different cultures or worldviews look at things differently



People make judgments from their worldview assuming it is exclusively right

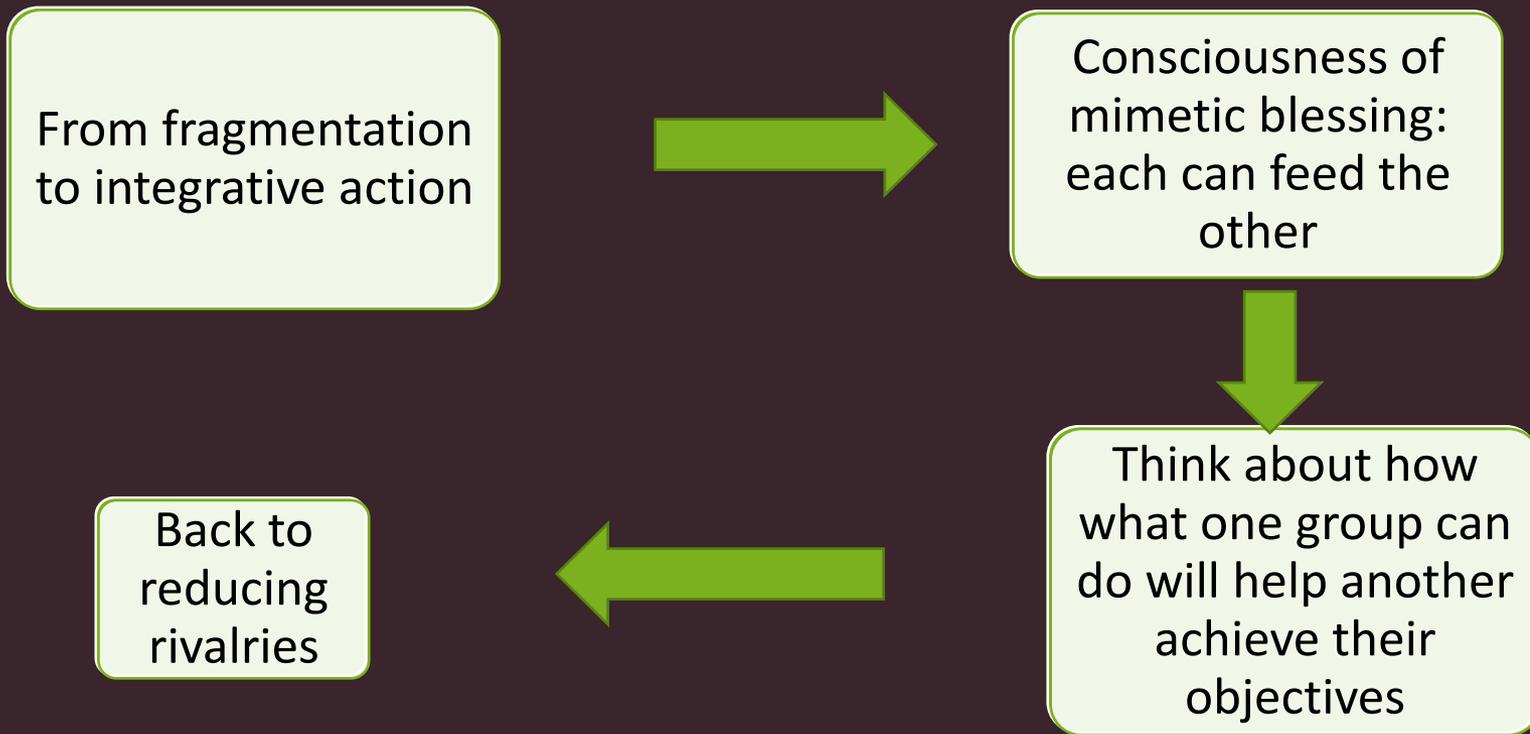


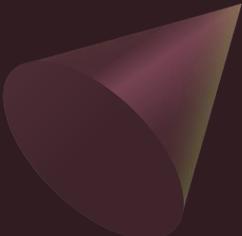
Through careful listening we can indwell another worldview



This can lead to creativity at the level of worldview

Strategies for Integrative Action





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