

HCSV May 18, 2014



# **Evolutionary Leadership for a Just, Sustainable and Flourishing World**

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# THE PURPOSE OF EVOLUTIONARY LEADERSHIP

is to facilitate a conscious cultural evolution toward a socially just, ethical, flourishing and sustainable global society.

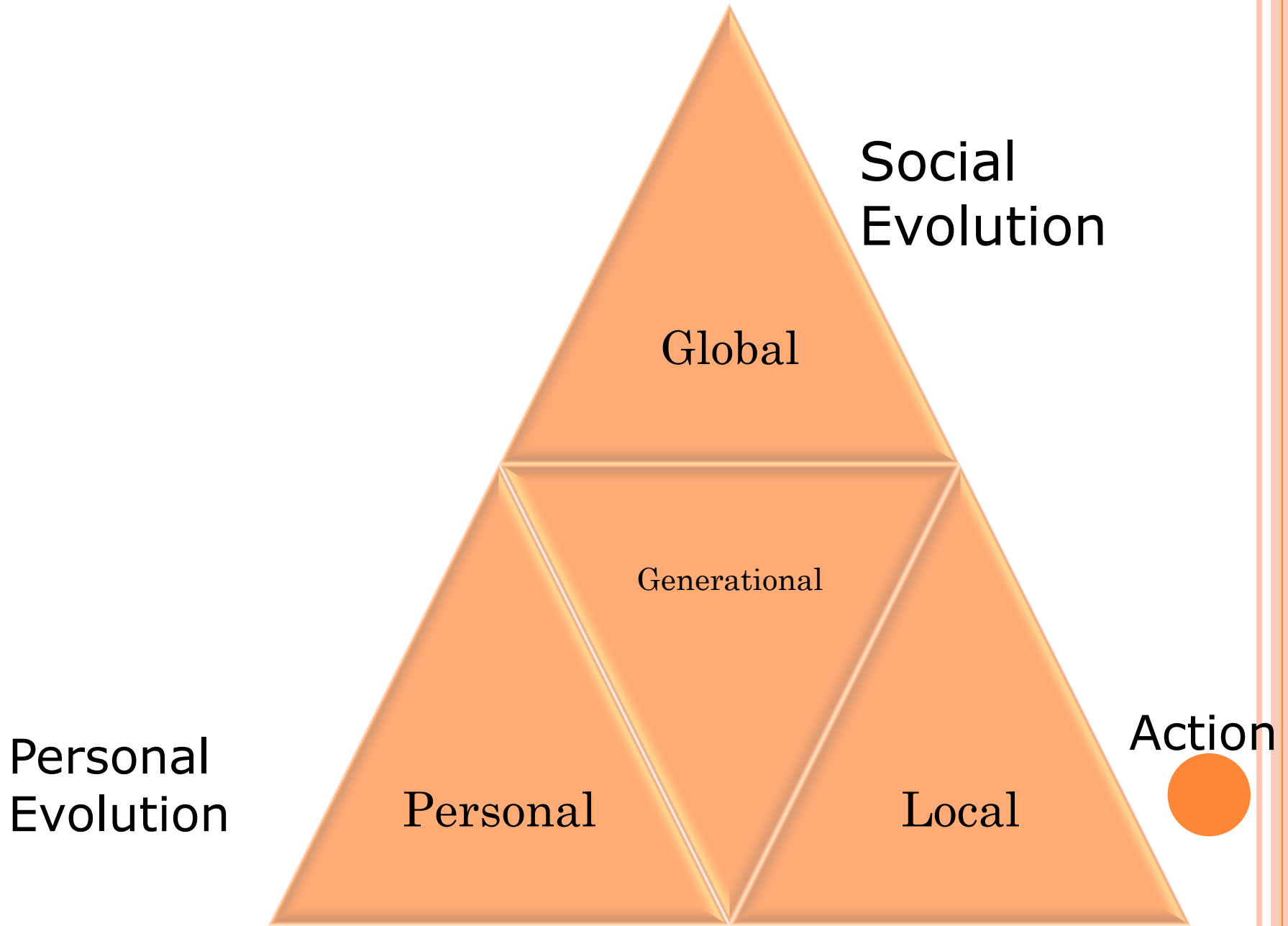
Evolutionary leadership is based on a new worldview that integrates the biological, ecological, and social dimensions of life.

# THE EVOLUTIONARY JOURNEY: JONAS SALK

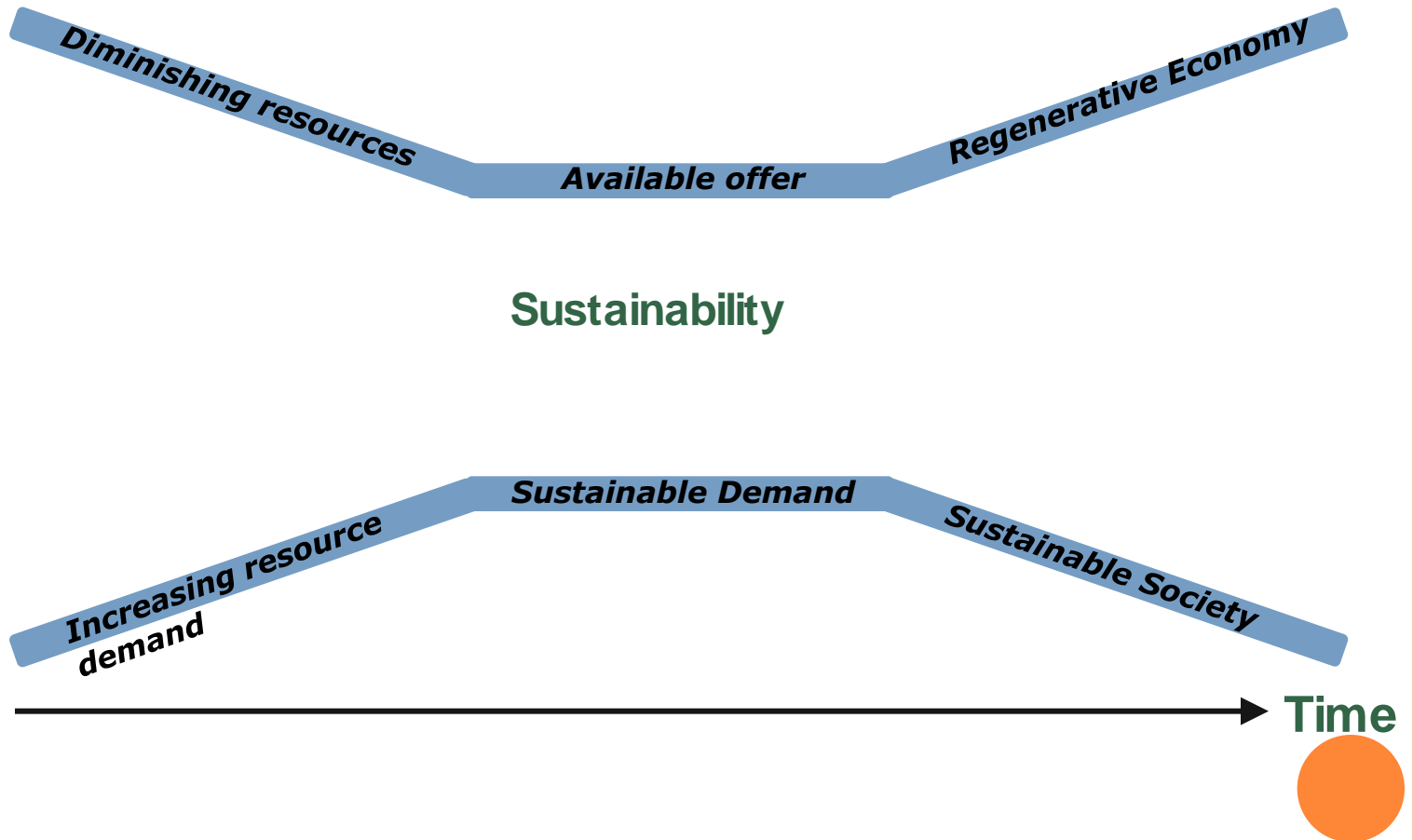
*The most meaningful activity in which a human being can be engaged is one that is directly related to human evolution, this is true because humans now play an active and critical role not only in the process of their own evolution but in the survival and evolution of all living things.*

*Therefore, human beings have a responsibility for their participation in and contribution to the process of evolution. Acceptance and acknowledgement of this responsibility and creative engagement in the process of meta-biological evolution consciously would bring forth a new reality.*

# Our Approach to the Issues



# THE FUNNEL (THE NATURAL STEP)



# THE CHALLENGES OF THE TWENTY-FIRST CENTURY: SEVEN UNSUSTAINABLE CONDITIONS

- Climate change/ rising seas.
- Population growth
- Poverty
- Unsustainable economic systems and addiction to consumerism
- Biosphere destruction
- War, Terrorism, WMD
- Hubris. Our Modern World view

# HOW DID WE GET HERE ?

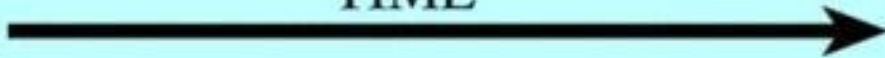
- What are the historical narratives that got us here?
- What are the assumptions that got us here?
- What are the paradigms that got us here?

great transitions

conventional worlds

breakdown

TIME





# GLOBAL SCENARIOS

## *Conventional Worlds*



market forces

## *Barbarization*



fortress world

## *Great Transitions*



eco-communalism



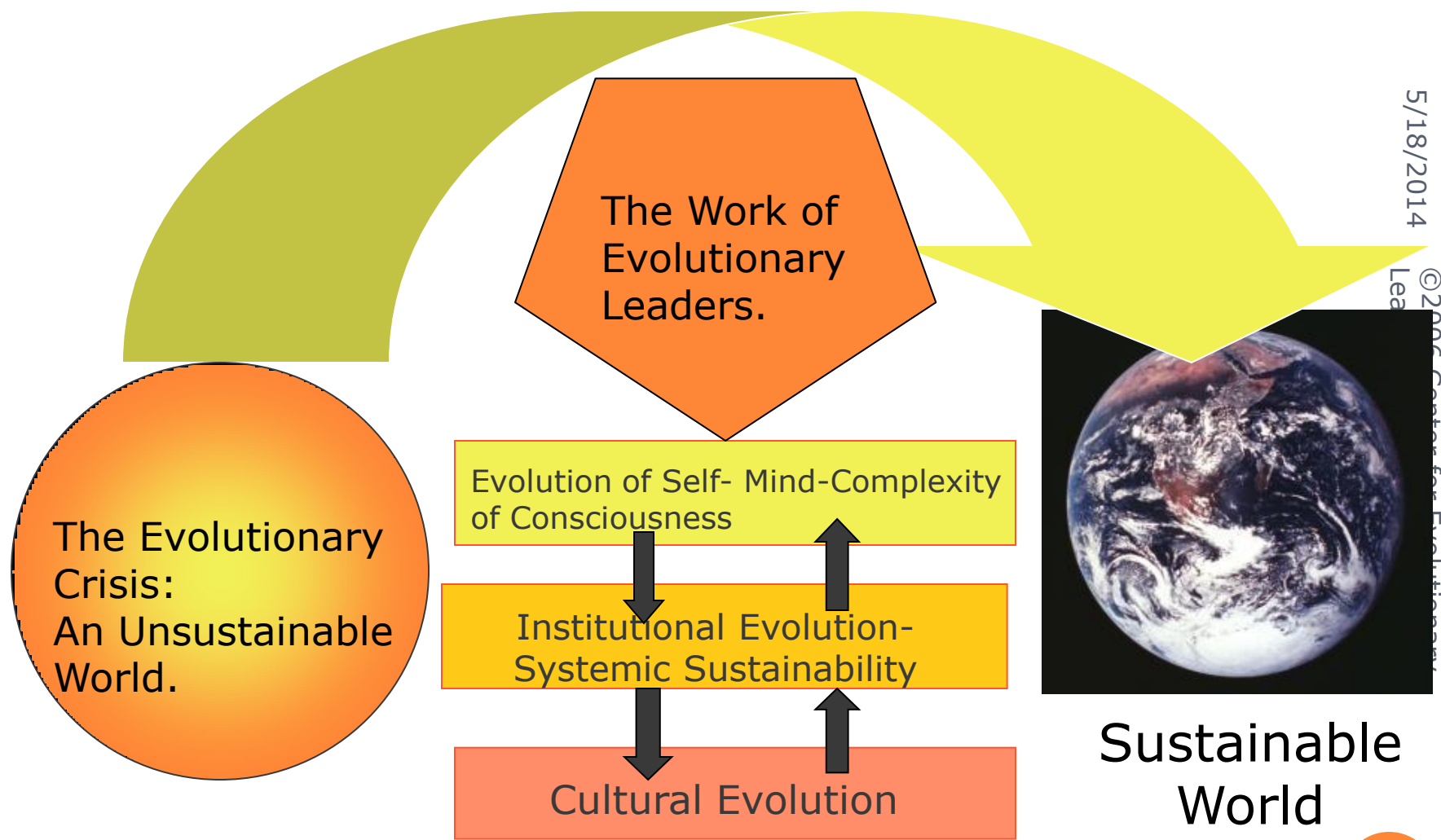
policy reform



breakdown

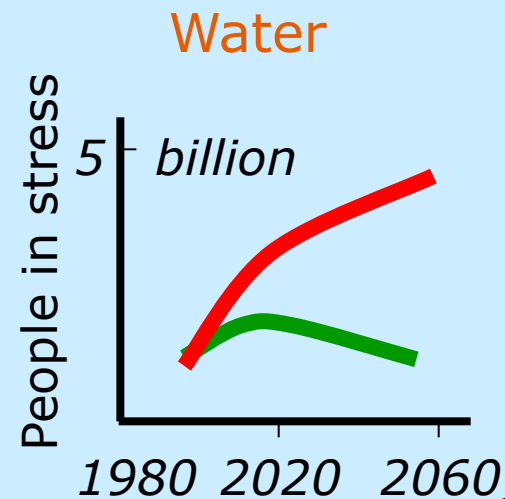
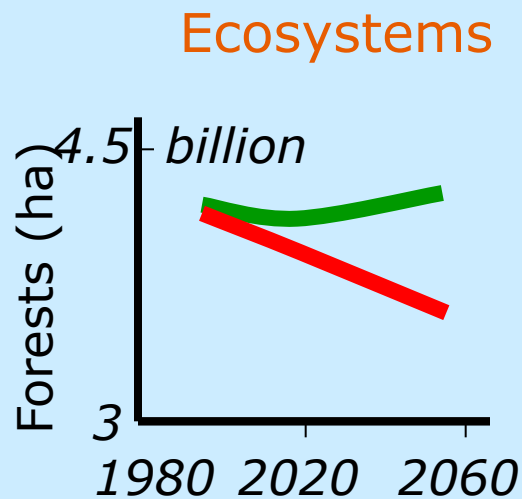
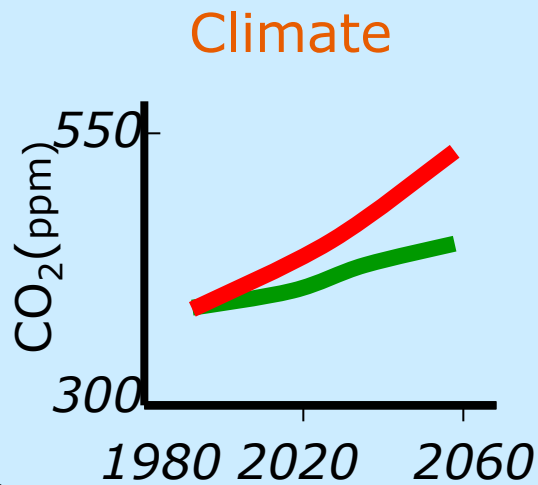
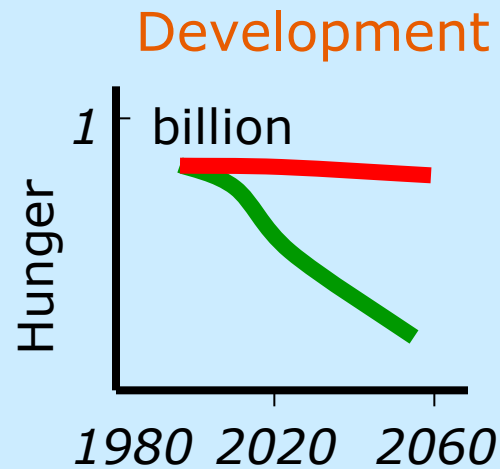
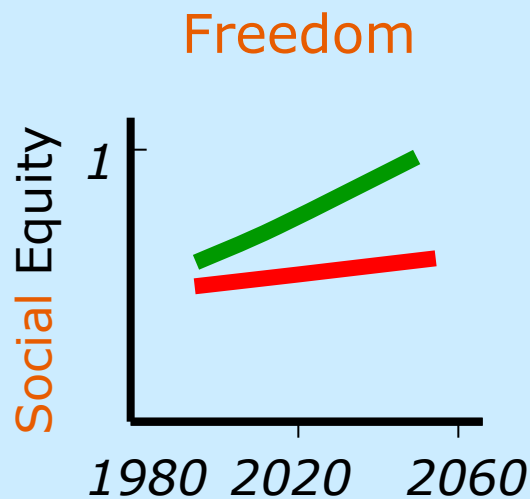
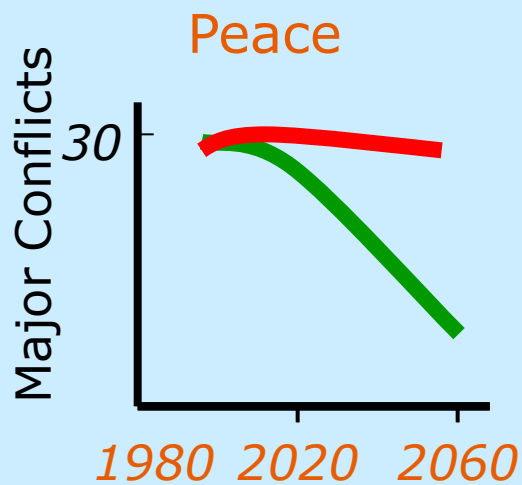


new sustainability



# The Great Transition Toward Sustainability

# BENDING THE CURVE



# PROXIMATE AND ULTIMATE DRIVERS

## Proximate Drivers

Population

Economy

Technology

Governance

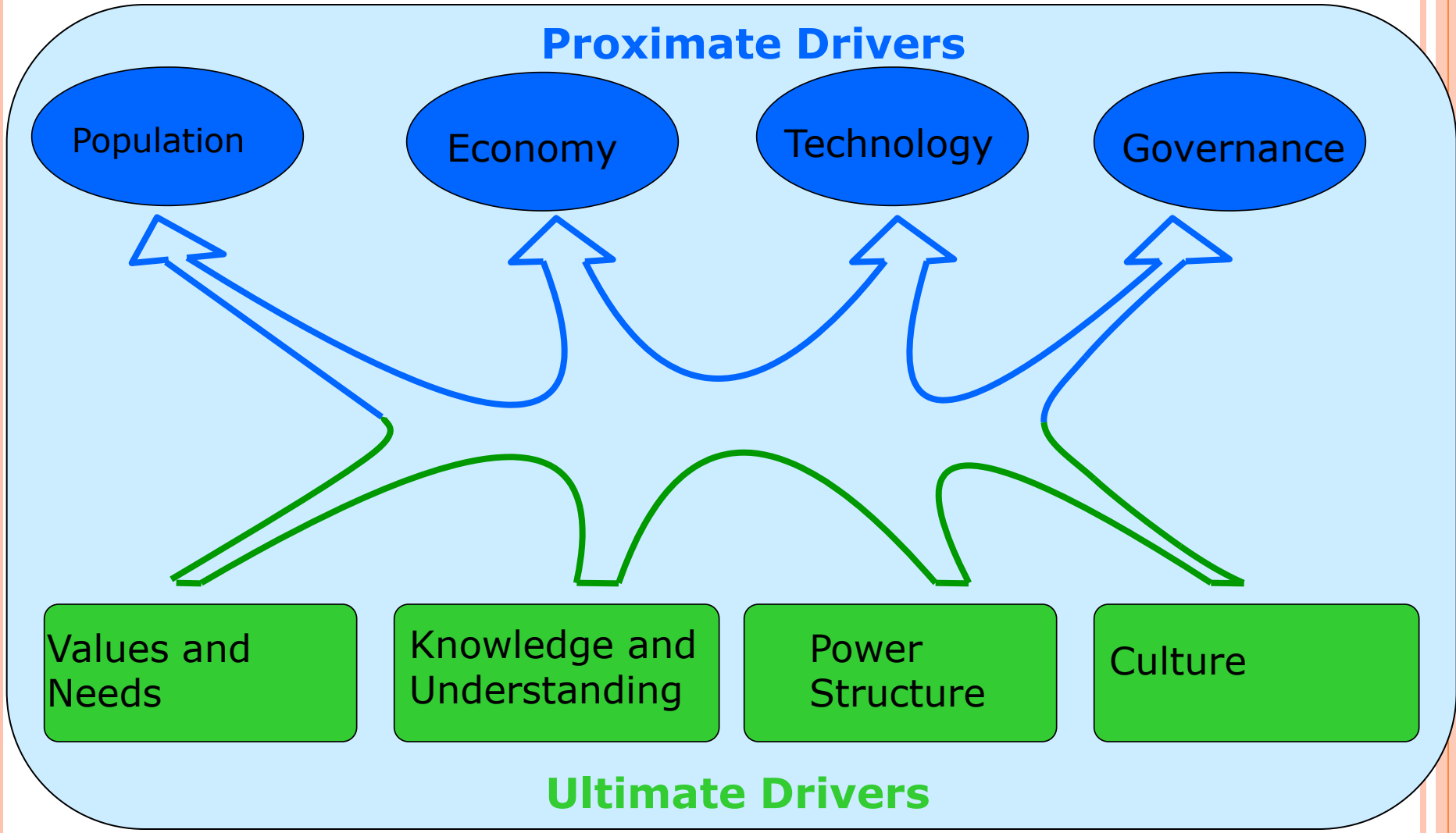
Values and  
Needs

Knowledge and  
Understanding

Power  
Structure

Culture

## Ultimate Drivers

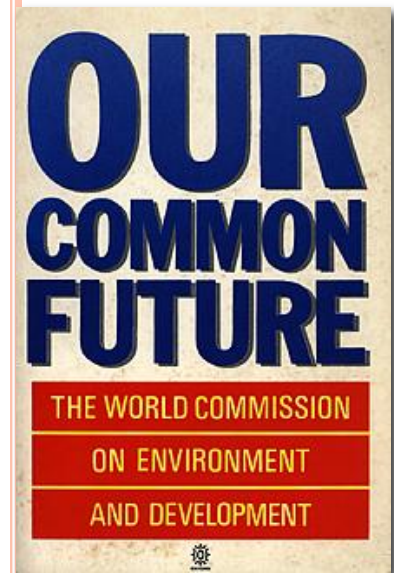


# THREE TYPES OF EVOLUTION TOWARD A JUST & SUSTAINABLE WORLD

- An evolution of mind- consciousness  
An ecological mindset. An evolutionary mind. A systems-oriented way of seeing the world.
- Institutional evolution  
Business and other institutions need to evolve to become “living institutions” that support the sustainability of the whole planet.
- Cultural evolution  
New values that promote a sustainable life style, ecological harmony, social justice, respect, and a focus on love and quality of living.

## SUSTAINABLE DEVELOPMENT

- *Forms of development that satisfy the needs of the present, while at the same time safeguarding the capacity of future generations to meet their own needs.*



# WHAT DO EVOLUTIONARY LEADERS DO ?

- Evolutionary Leaders are people that declare possible what other people do not
- They declare a vision for a future, they generate worlds and actions through language and conversations.
- Work on adaptive challenges
- Think big, systemic and strategic
- Promote learning, change, evolution
- Make choices , Mobilize people & Action

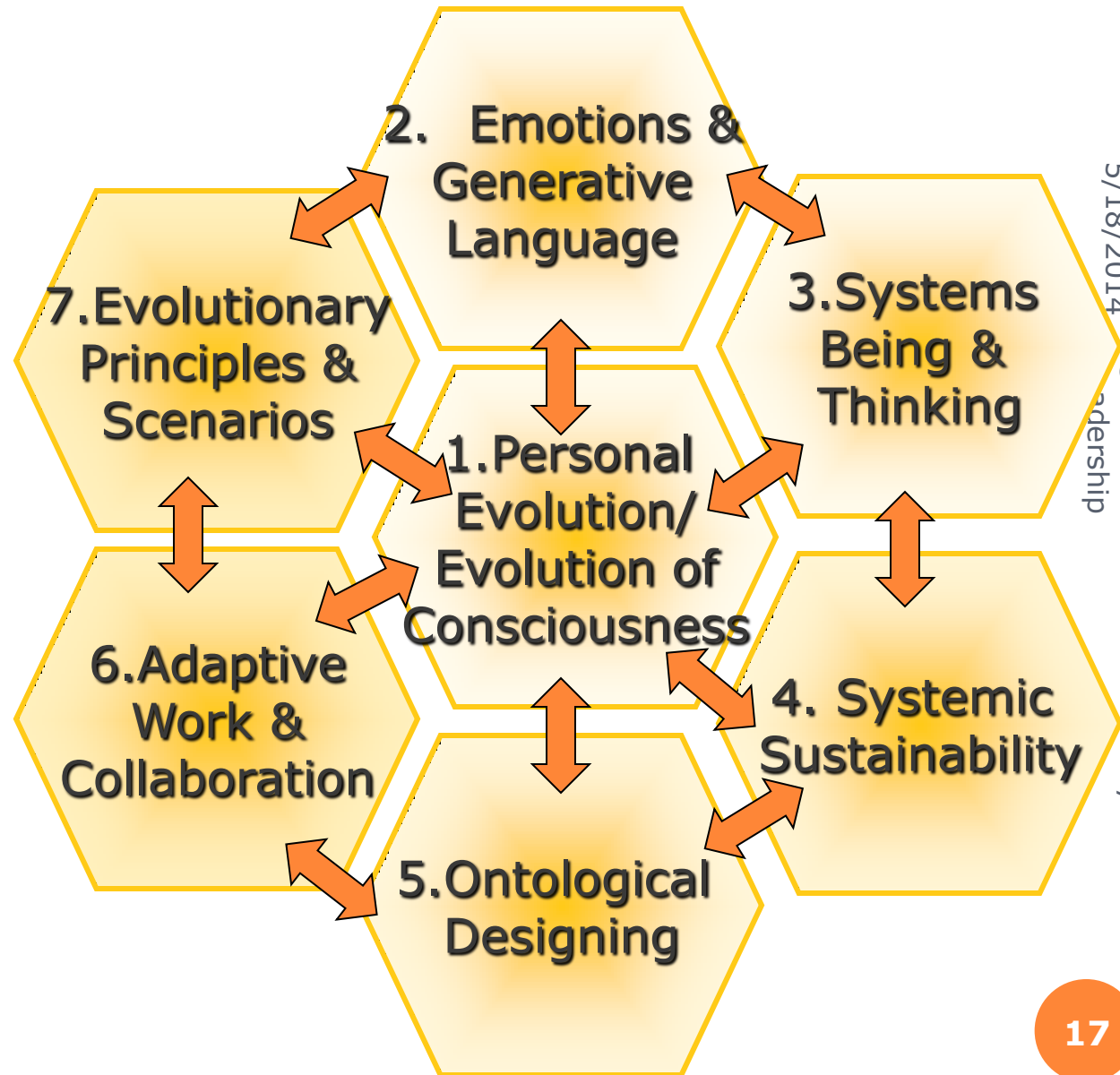
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SEVEN  
COMPETENCIES  
OF AN  
EVOLUTIONARY  
LEADER : A  
SYSTEM FOR  
PERSONAL AND  
SOCIAL  
EVOLUTION



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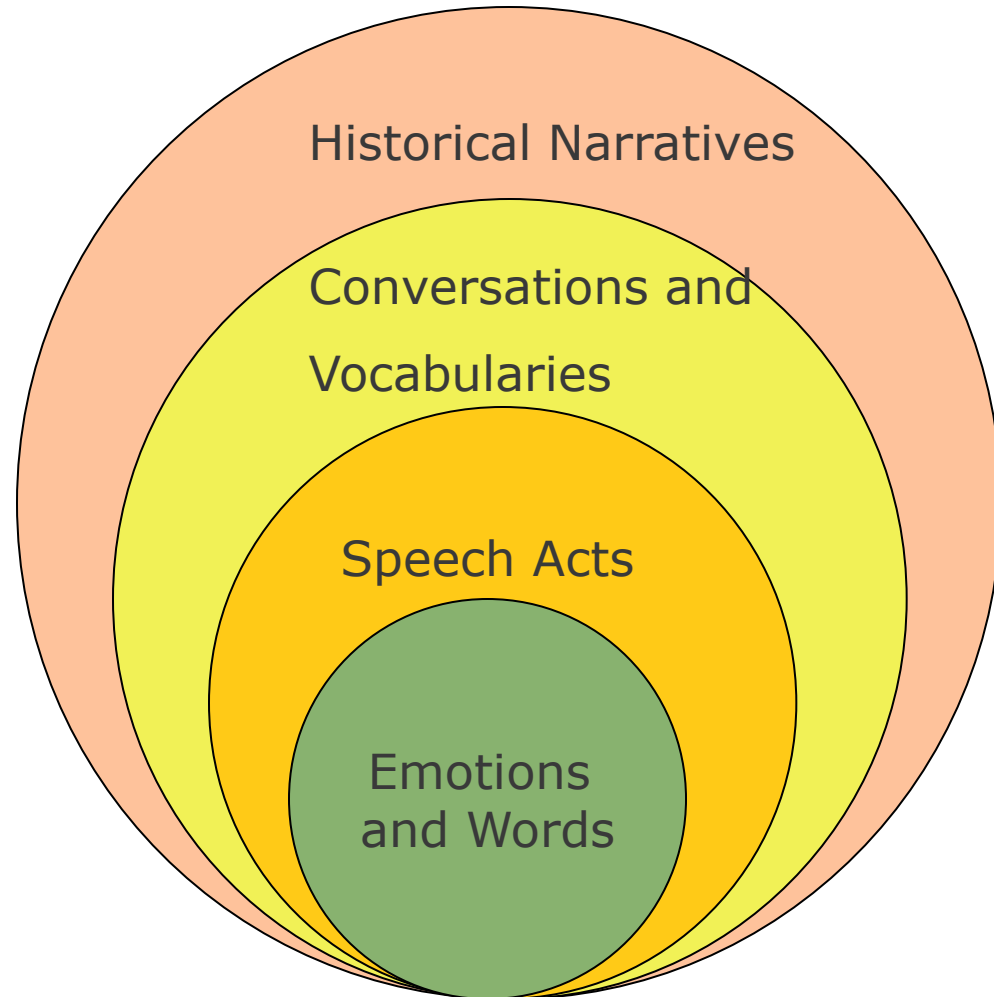
## Personal Evolution

### An evolutionary leadership competency

- ❖ Commits to transforming your personal ontology/understanding of self : as a systemic being, emotional, linguistic and relational/cultural being.
- ❖ Commits to transform the type of observer that you are: transform your mind, develop an evolutionary mind/consciousness, your assumptions, mental models, narratives. Become a new observer of the world.
- ❖ Commits to taking a stand/ a declared purpose for social evolution, to contribute to bring forth a just, flourishing, sustainable world.
- ❖ Commits to learn to learn for life. Including reading and reading the world. This learning will expand your evolutionary mind and the type of observer that you are.
- ❖ Commits to becoming an evolutionary leader, applying the competencies of evolutionary leadership to take action, mobilize people, make a difference either locally and or globally.

Emotions,  
Language &  
Generative  
conversations

## An evolutionary leadership competency



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# LANGUAGE, CONVERSATIONS

- It is through language that we observe and bring forth our world. It is through conversations that we coordinate our actions, create relationships, and elicit commitments to produce results.
- Everything human takes place in language and conversations.
- Collaboration is about a shared vision and is based on networks of conversations.

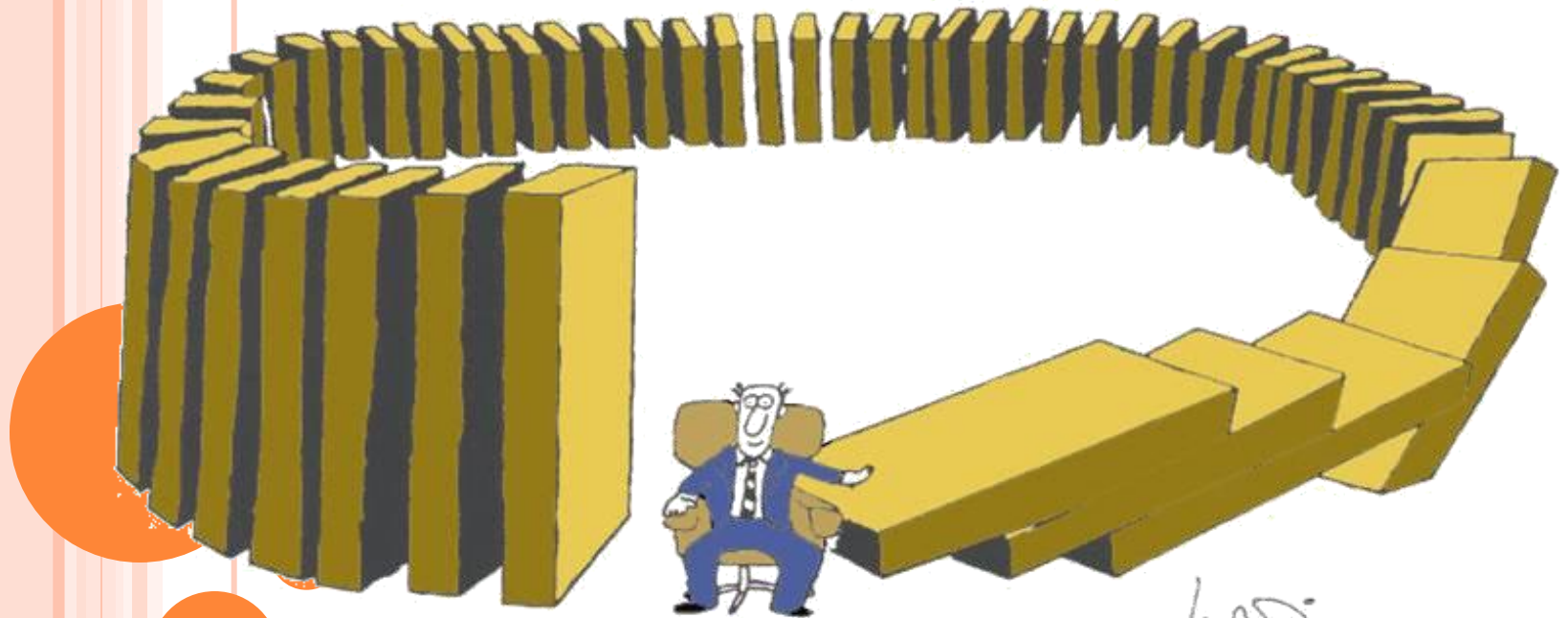


# Systems Thinking

## An evolutionary leadership competency

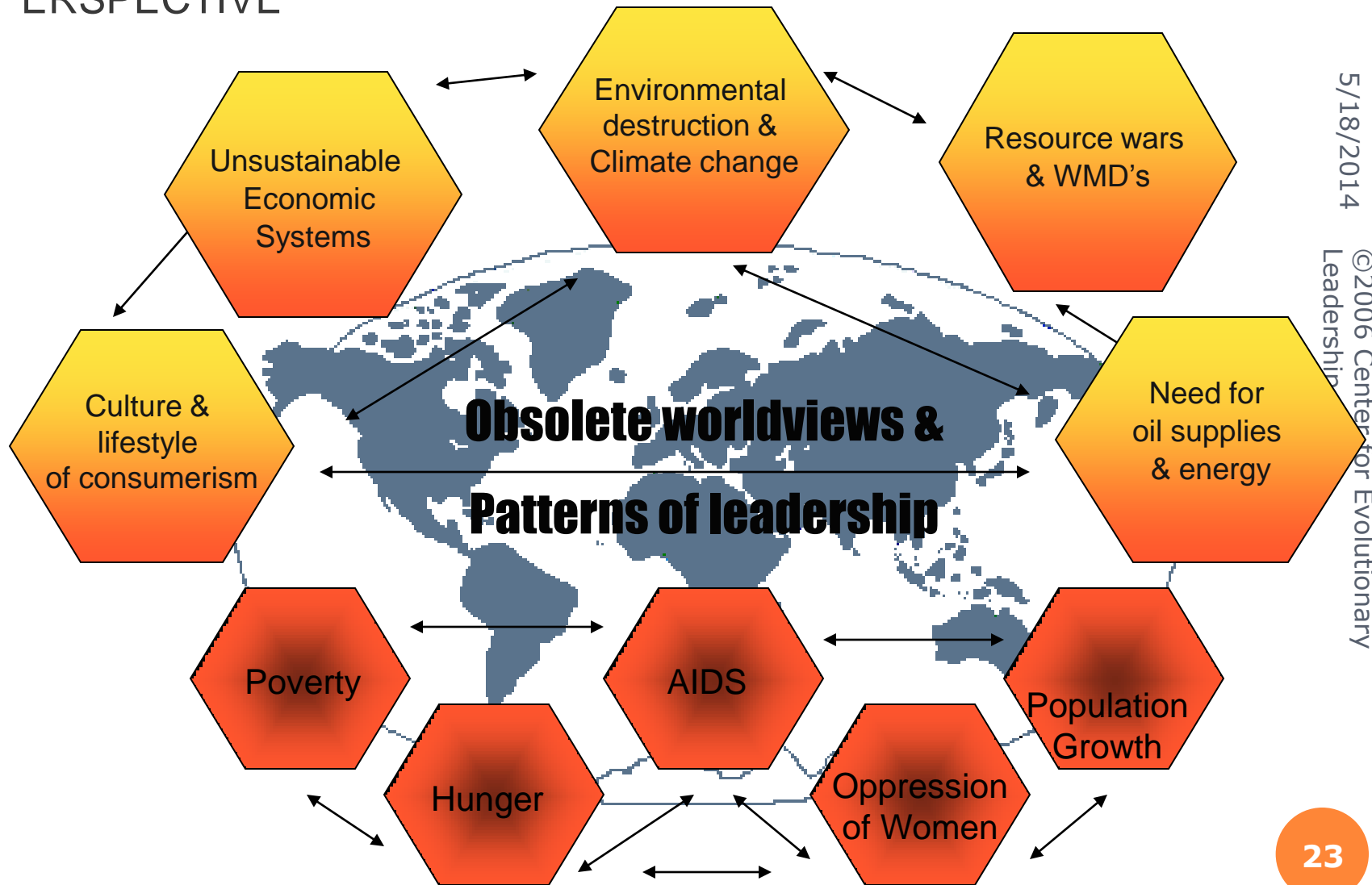
- ❖ Understands the four types of systems,
- ❖ Understands the dynamics and behaviors of systems.
- ❖ Understands the systemic structure of our global problems
- ❖ Designs systems in harmony with nature and systemic sustainability.





hadin

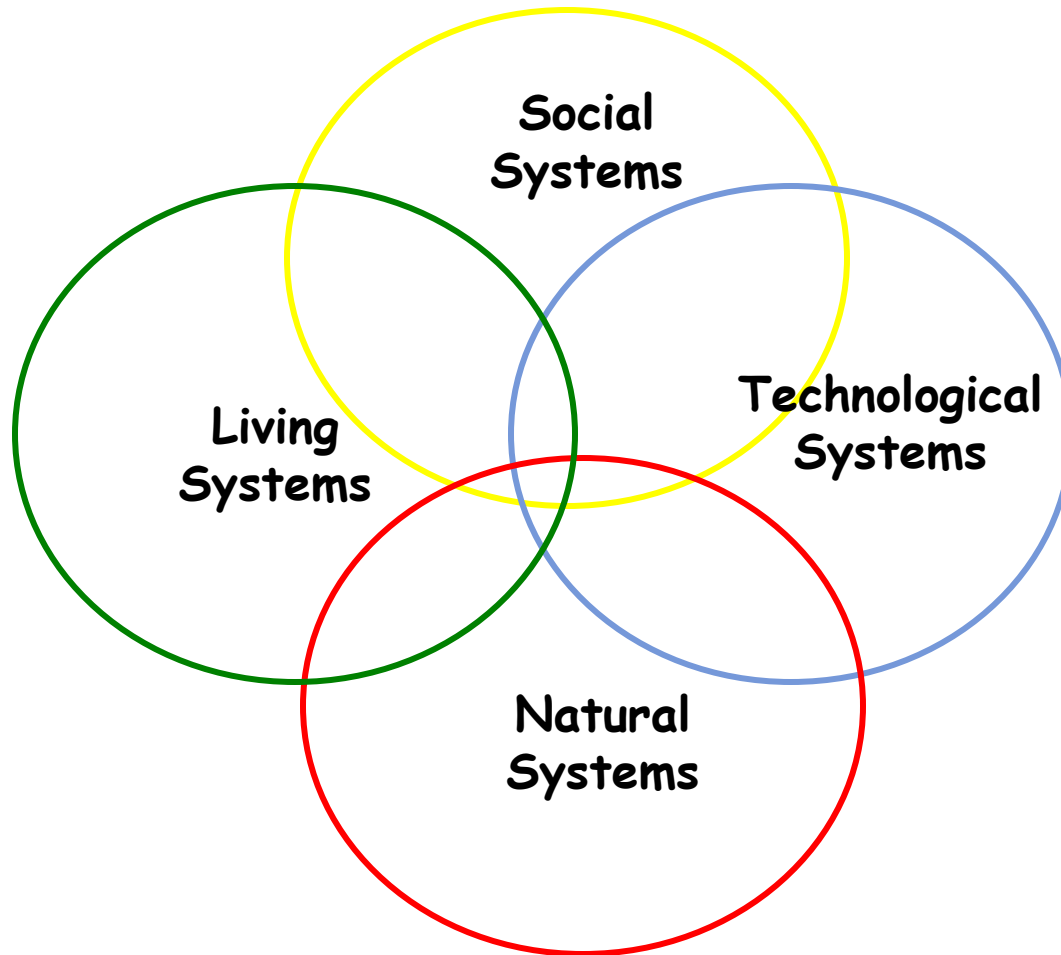
# THE EVOLUTIONARY CRISIS: A SYSTEMS PERSPECTIVE



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# Types of Systems



# THE SYSTEMIC NATURE OF OUR GLOBAL PROBLEMS

Most of our world problems are systemic in nature: poverty, population growth, ecological destruction, global warming.

Yet we react to them in a way that is fragmented and often counter-productive.

There is a crisis of perception - in our culture, we don't see systems.





## Systemic Sustainability

## An evolutionary leadership competency

- ❖ Understands sustainability as composed of three dimensions: Human, Institutional, and Environmental. All contribute to flourishing.
- ❖ Human sustainability supports the basic needs of human beings.
- ❖ Institutional sustainability are the structures and systems that support a sustainable society, such as business, government, education, religion, the family.
- ❖ Environmental sustainability conserves the biosphere and the ecology on earth on which human beings depend for their well-being.

# C ABILITY

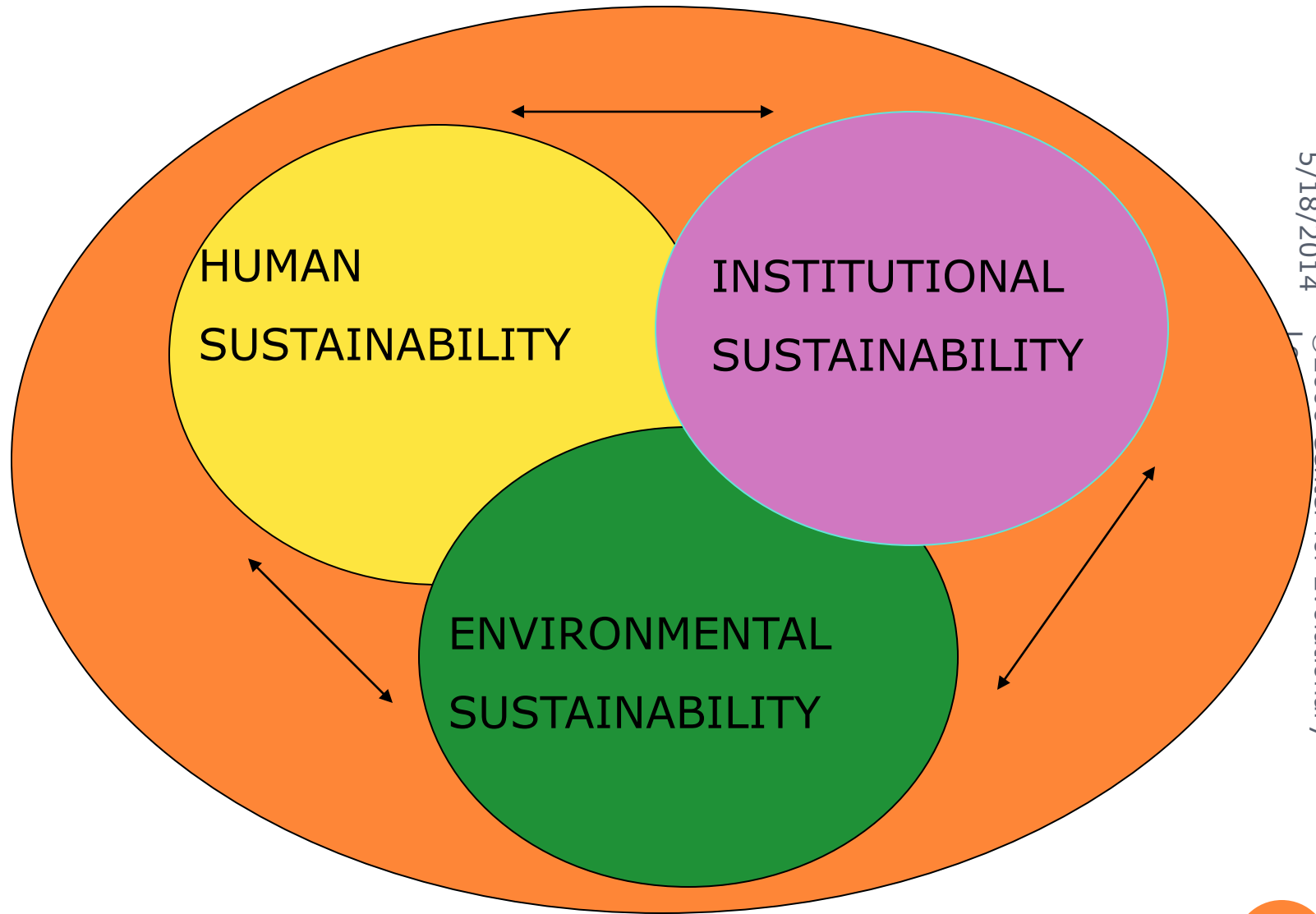
- A new paradigm in which human beings reclaim their sense of their place in the natural world. It is the ethical domain of doing the right thing.
- Entails understanding the biological and ecological principles that sustain life and seeing the organization embedded in a complex living network.
- Must include designing technology, artifacts, and organizations with principles derived from ecosystems properties and dynamics.

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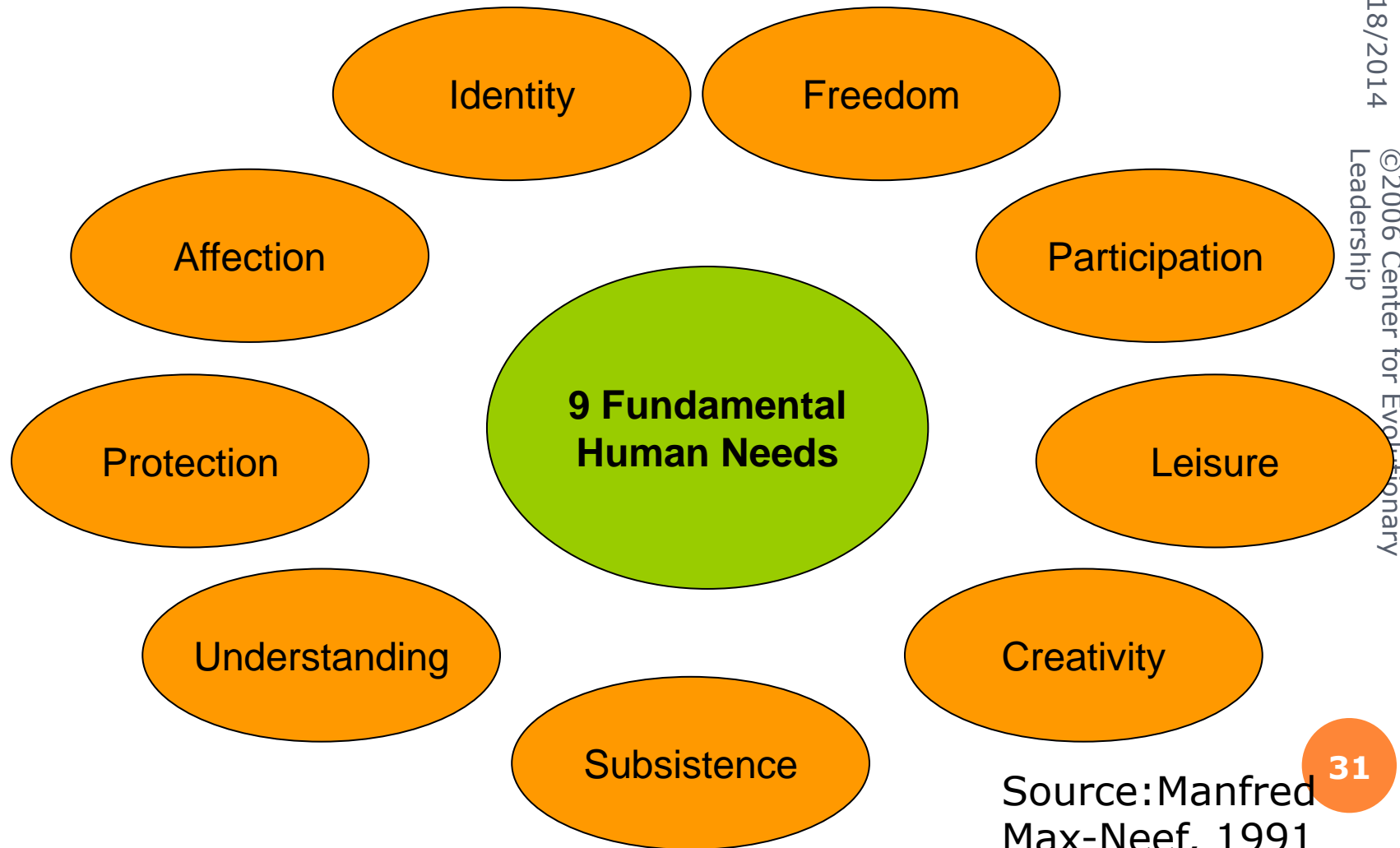
# SYSTEMIC SUSTAINABILITY



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# HUMAN SUSTAINABILITY : HUMAN NEEDS MET IN A JUST SOCIETY



# THE WORK OF EVOLUTIONARY LEADERS

- Mobilizing people to transform our politics, institutions, and culture, inspired by a vision of a better society, a sustainable society.
- Creating networks of leaders and organizations that support each other in the evolution toward a sustainable world.
- Changing the game from an unsustainable economic system, a culture of conspicuous consumption, a culture that glorifies material consumption as the road to happiness, to a value system based on quality, human dignity, learning, love, spiritual wisdom, and ecological sustainability

## Ontological Designing

### An evolutionary leadership competency

- ❖ Ontological Designing is the conscious design of the Self , Our Mind, and Becoming Human by Design.
- ❖ Ontological Designing is being conscious that everything we design should be done with ethics and sustainability in mind, in this sense paying attention to the systemic consequences of our design, artifacts, etc.
- ❖ We are all designers.
- ❖ Ontological designing is also recognizing that what we design also comes back to shape us/ designs us, in conscious or unconscious ways.

# THE WORK OF EVOLUTIONARY LEADERS

*“The key challenge of this new century- for social scientists, natural scientists, and everyone else- will be to build ecologically sustainable communities, designed in such a way that their technologies and social institutions-their material and social structures - do not interfere with nature’s inherent ability to sustain life.*

***The design principles of our future social institutions must be consistent with the principles of organization that nature has evolved to sustain the web of life.”***

-Fritjof Capra  
*The Hidden Connections*

# DESIGNING WITH SUSTAINABILITY

- Design is one of the most powerful concepts available to humans, social architects, and leaders.
- We can design technology, artifacts, constitutions, rights, the self, culture, organizations, and social systems.
- It is the art of creating something that did not exist before.



# THE RESOURCES AND THE OPPORTUNITIES

- We have the scientific and technological knowledge to solve our major world challenges.
- We also possess biological, psychological, and sociological knowledge to educate and transform humans.
- Our organizational knowledge and sustainability principles will allow us to design institutions that could support evolution toward sustainable societies.



## Adaptive Challenges-Work

# An evolutionary leadership competency

- An adaptive challenge is a situation that requires new knowledge, new learning, and even a change in values, behaviors, and worldviews.
- Adaptive challenges requires both an assessment of the current reality as well as a vision of a new reality.
- Leaders identify the adaptive challenges and then evoke the collective intelligence of the group or organizations to come up with answers and commit to doing the work.
- A key question is adapt to what, and for what purpose?

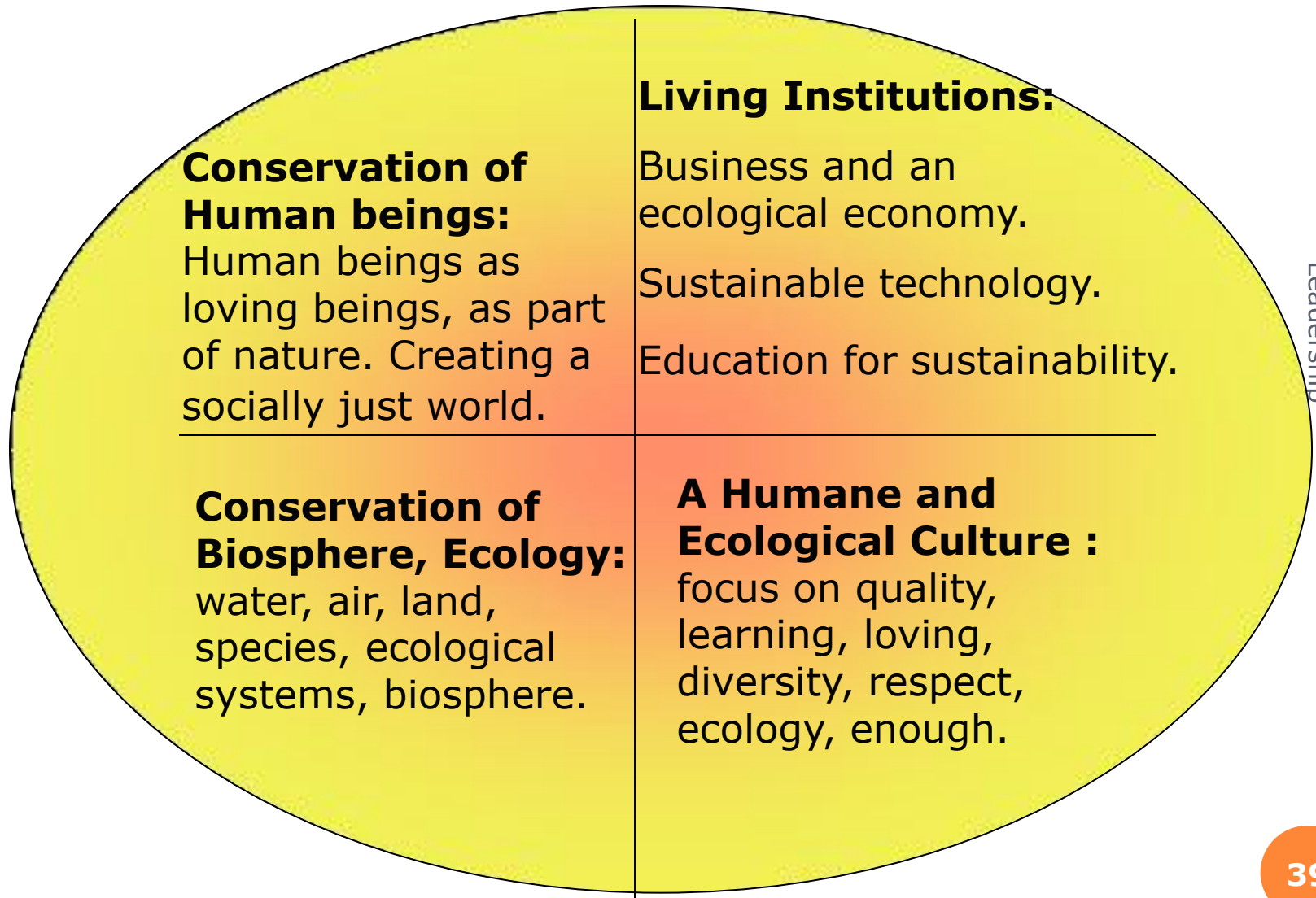
Adapted from Leadership without easy answers. Ronald Heifetz.

## Evolutionary principles and Scenarios

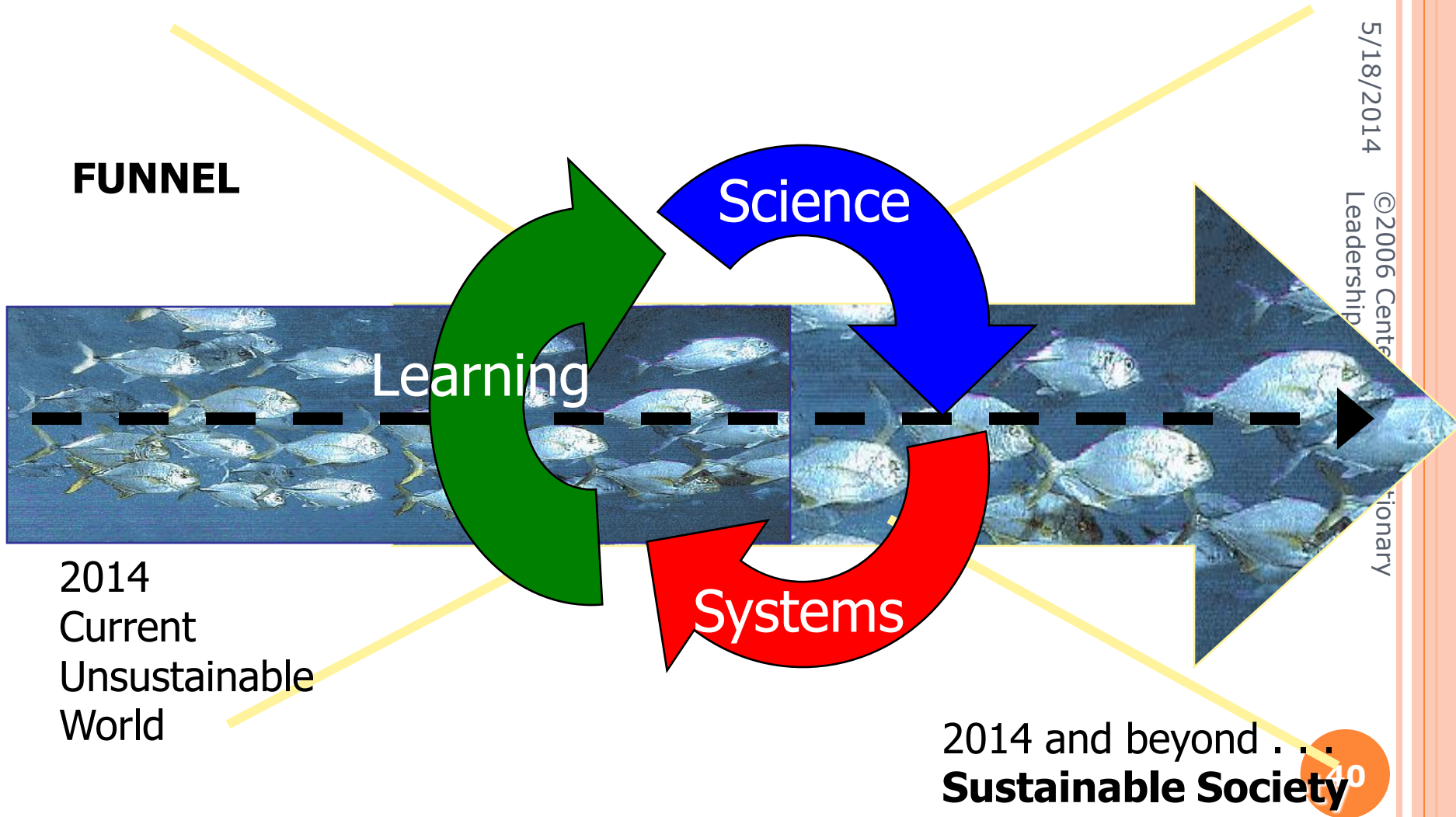
### An evolutionary leadership competency

- ❖ Understands our evolutionary history: Cosmic, Biological ( we are one human family, we are 99.9 the same by DNA, we all came out of Africa), Cultural.
- ❖ Thinking longer, deeper, and wider about our place in nature, this moment on earth, and future civilizations
- ❖ Envisions sustainable scenarios for humanity
- ❖ Concerned with the conservation of life/biosphere on this planet

# A Vision of a Sustainable World



# Learning to Create Sustainable Societies



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