

Adriaan Bekman

Images and Concepts on the human being and his creations

*The IMO Methodology
developed by Adriaan Bekman*



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Bekman, Adriaan

Images and Concepts on the human Being and its creation ; The
IMO Methodology developed by Adriaan Bekman / Adriaan
Bekman – Amsterdam: Cichorei

www.uitgeverijcichorei.nl

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ISBN 978 94 91748 97 4

Schilderingen: Adriaan Bekman

Redactie, layout en zetwerk: Jaap Verheij



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CONTENTS

Introduction 9

Chapter 1 Images of the human being 13

- 1 Concept of a fourfold human being image expressed in a fourfold image of the organization 14
- 2 Concept of the 'I' in the soul 16
- 3 Concept of the exclusive human values 18
- 4 Concept of the human soul 20
- 5 Concept of the organization as an expression of the human soul 22

Chapter 2 Images of human organizing 25

- 6 Concept of 'man and organization' 26
- 7 Concept of the vertical and the horizontal 28
- 8 Concept of horizontal leadership 30
- 9 Concept of horizontal organizing 32
- 10 Concept of the 4 key qualities of leadership 34
- 11 Concept of the 3 x 2 days key qualities of leadership seminar 36
- 12 Concept of the horizontal leadership questionnaire investigation 38

Chapter 3 Images of the methodology 41

- 13 Concept of the IMO 'methodology of the evidential' 42
- 14 Concept of the 7 core exercises of the methodology of the evidential 44
- 15 Concept of the 7 beacons for taking initiatives 46
- 16 Concept for designing a process 48

Chapter 4 Images of organizational change 51

- 17 Concept of the 7 development phases of an organizational change process 52
- 18 Concept of the organization development infrastructure 54
- 19 Concept of three types of questions with three different processes 56
- 20 Concept of process ownership 58
- 21 Concept of the cyclic organization development program 60
- 22 Concept of the 10 orientation points or messengers for organizational change 62
- 23 Concept of change process interventions 64
- 24 Concept of the change project agenda 66

Chapter 5 Images of key organizational dimensions 69

- 25 Concept of The Golden Triangle 70
- 26 Concept of 7 levels of organizational existence 72
- 27 Concept of 'I', 'WE' or 'YOU' decisions 74
- 28 Concept of the client – supplier dialogue 76
- 29 Concept of 9 horizontal leadership skills 78
- 30 Concept of 6 capital competences in the vertical hierarchy 80
- 31 Concept of the community unit: the Com-unit 82
- 32 Concept of the process organization 84
- 33 Concept of the operational organization and the development organization 86
- 34 Concept of lean, learning, living, leadership 88
- 35 Concept of 3 types of organization 90

Chapter 6 Images of self-development 93

- 36 Concept of the conscious soul 94
- 37 Concept being the pilot of your life 96
- 38 Concept of self-management 98

- 39 Concept of language of the soul 100
- 40 Concept of The Art of Conscious Living 102
- 40 Concept of the soul calendar 104
- 41 Concept of the three fundamental questions of humanity 106
- 42 Concept of the week calendar 108
- 43 Concept of 'On our way to freedom' 110

Chapter 7 Images of consultancy 113

- 44 Concept of consultancy in change 114
- 45 Concept of the fundament for consultancy in change 116
- 46 Concept of the consultancy process like making a documentary 118
- 47 Concept of consultancy levels 120
- 48 Concept of the professional circle 122
- 49 Concept of creating learning processes 124

Chapter 8 Images of specific issues 127

- 50 Concept of 10 keys for changing our society 128
- 51 Concept of three types of information system automation 130
- 52 Concept of the remuneration pyramid 132

Chapter 9 Images of our IMO way of organizing 135

- 53 Concept of the IMO masterclass 136
- 54 Concept of the IMO Organization 138

Books written by Adriaan Bekman 140

INTRODUCTION

During my professional life I have been working with questions about human and organizational development. During my studies in Sociology and Economy this was already the topic.

After working at Shell for 8 years I spend 3 months at the Centre for Social Development in GB, which was started by NPI (Nederlands Pedagogisch Instituut) colleagues. There I was introduced to philosophical images and concepts on human beings and their creations.

During my 28 years at the NPI I was part of the leadership at the Institute. After the first generation had left we had to re-create the institute. We transformed the NPI from a training institute into a consultancy institute. We developed new concepts that could support our work in the companies.

The NPI concepts of the first generation had three dimensions:

- 1 It was about development phases of man and organization in a great variety of images and stories.
- 2 It was also about training and learning, adult pedagogics to support learning processes of people in organizations.
- 3 It was about social skills.

These concepts supported managers to better understand the dynamics of organizational development; it also supported people at work in developing social skills and it supported company trainers in designing and practicing educational programs for people in the company.

History

Coming to the NPI, finding myself in the classroom with clients, teaching them the NPI stuff, but coming from the hard dynamics of organizational development in Shell companies, Bernhard Kloke and I, with the help of Jean Jacques Sick (France) started a 'Probe Seminar' with German entrepreneurs who had a business company and a more or less personal interest in philosophical images of human beings. In this 3 time 2 days 'Probe Seminar' we worked with the first initiative concepts I had developed, Bernhard's fascination for steering principles and this in co-operation with key images of economic value creation represented by Jean Jacques Sick.

Parallel to this I studied the New Testament as a process of a free initiative of a free human being, bringing a healing soul impulse into the community. I also studied and meditated the Foundation Stone text of Rudolf Steiner as a fundamental image of the human soul in which the healing and salvation of the soul of humanity by the Christ being is at the core of this poetic Stone.

Step by step new concepts were emerging and presented, first in the NPI community and then in the IMO (Instituut voor mens en organisatie ontwikkeling) community. I trained the NPI colleagues to work with these concepts in the client's company.

Basis

The images and concepts that were created over time we will explore here in short.

The key idea behind all this is that the Christ-being has incarnated in the etheric sphere and can appear in the healing heart sphere of a human being through the human dialogue and that Michael as the leading time spirit is supporting the human soul in its clear thinking and internal-

izing of the key ideas on human and social development. All this is relevant in the socio-economic sphere, the organized reality, in which people can meet each other and co-operate out of the 'I in the Soul'.

In the different books of mine, mentioned in each concept description and that you find listed as titles under Literature at the end of this book, you can find the methodology and concepts in more detail.

Characteristics

These concepts have the following characteristics.

- 1 They are concepts for doing the good. One can experience how it supports people in appearing as an 'I' in the soul, take responsibility, take initiatives and serve the other. They are healing soul concepts.
- 2 They have been developed from the practice experience with clients in connection to reflective work on archetypal universal images and ideas.
- 3 The main sources of these concepts as images are the New Testament, some of the Lievegoed/NPI concepts, and philosophical images of 33 philosophers.
- 4 The development of these concepts is a personal, mostly lonely process of an inner world digestion/creation in connection with outer world experiments.
- 5 The concepts have been shared with and used by others and have been fruitful in their hands.
- 6 The concepts together form a body of knowledge and a methodology for dealing with questions in the social human created reality in times of the conscious soul.
- 7 The concepts are rooted in a long term Christian esoteric exploration as well as a fresh exploration of a new path of soul development.

The images and concepts I developed can be seen as and can be worked with as basic images that can lead us in how we work as consultants with our clients and how we understand dynamics of situations we find ourselves in. They can help us sharpen our observation of the phenomena in situations, to see the steering principles in human behaviour and to come to good judgements and perform adequate actions. It is wise to internalize these images, out of freedom and interest, so that you can creatively work with them in the situation.

These images and concepts can be studied and used by leaders and professionals. They are IMO concepts.

In this book we will very shortly indicate the history of each concept development, the concept itself and the way one can work with this concept in the client practice.

One can group the concepts in the following chapters:

- 1 Images of the human being
- 2 Images of the human organizing and human leadership
- 3 Images of the methodology
- 4 Images of organizational change
- 5 Images of key organizational dimensions
- 6 Images of self-development
- 7 Images of consultancy
- 8 Images of specific issues
- 9 Images of our own way of organizing IMO.

By working with these images, concepts and methodology you can experience the living ideas that are embedded in them, ideas that can have a healing effect in the social practice of our organized life.

CHAPTER 1

IMAGES OF THE HUMAN BEING

The leading idea

The methodology and its concepts are based on images of the human being.

The human being is a multi-dimensional being.

The human being has a body, is a spirit and appears as soul.

The human creation, in particular the human organisation, is an expression of this.

Where spirit and nature are part of the world of being, the human soul is part of a world of becoming.



1 Concept of a fourfold human being image expressed in a fourfold image of the organization

History

The human being is a multiple being. There is not only body but there is also spirit and soul. The human being as a soul-being is part of two different worlds. She is part of the natural world we are born in and she is part of the organized world we create ourselves. The human soul unites these worlds within him/herself. They destine the human soul as a natural and organized human being.

Concept

The human being is:

- 1 An inheritance being, we are formed by the genetic characteristics of our ancestors
- 2 An educated being, we are formed by the education we have taken
- 3 A karmic being, we are formed by the karmic constellation of people we travel with
- 4 A unique being, there is no other like my unique self.

These four dimensions have been created during our human history. There might be more dimensions in the future to arise and support the development of consciousness of the human soul.

Our organizations reflect these four dimensions. We create these four dimensions and have to care for them. If not cared for then the organism is weakened.

The organization is born out of an entrepreneurial impulse.
The organization is formed through interaction with its surroundings.

The organization is carried by a karmic group of people.

Each organization has a unique identity.

Application

In organizing we can be aware of the unique composition of each person and what has influenced this person to be what they are and to live up to their full potential.

We can see the unique composition of an organization and we can see if people care for their organisation.

We can observe and experience dis-balances between the four dimensions and it is that which raises the questions we have to deal with.

Book: *The Human Creation* (Alert Verlag, Berlin)

2 Concept of the 'I' in the soul

History

The question was raised: What is the fundamental basis for the different concepts and cases published in my books? That resulted in a study of 33 philosophers who reflected on the human soul and brought their findings in combination with their own concepts developed over the years. Spirit, soul and body give us a clear image of the human being as composed of different dimensions that look for the right fit with each other. The 'I' of the human being is today in charge of finding and creating the right balance and interconnections.

Concept

The IMO methodology is connected to philosophy and its representatives over centuries.

The conclusion: The human soul is occupied and is in a process of striving for freedom. The human soul over generations is developing consciousness expressed in memory, language and moral awareness.

How to create space in the soul for the 'I' to appear in freedom and take the lead?

The 'I' has to be called upon. In all we do we appeal to the 'I' of the other person out of our own 'I'.

Application

In all we do we appeal to the 'I' of the other and we work out of our 'I' ourselves. That is the secret of why our methodology is for most people very stimulating and opening up their soul to start to deal in this way with their issues.

People can experience that through a conscious exploration

of their own questions and issues. These issues can change and become a new meaning for them. People experience also that their vision on life can be developed by concentrating on new content and by internalizing new views they encounter in other people. We can find new steps to take and through these new steps the issue transforms. Through this process our personal soul develops to a higher level of consciousness.

Book: *The Human Creation* (Alert Verlag, Berlin)