



***“Change isn’t  
what it used to be...”***

***Charles Handy***  
***The Age of Unreason***



# ***A Case of Mistaken Identity Are Transitions...***

★ *Rational ...or...*

★ *Orderly ...or...*

★ *Sequential ...or...*

★ *Containable ...or...*

★ *From one fixed state  
to another ...or...*

★ *Isolated ...or...*

★ *Mechanistic ...or...*

★ *Laden with affect*

★ *Messy*

★ *Redundant,  
parallel*

★ *Generative*

★ *Never Static*

★ *Consequential*

★ *Organic, Vital*



# ***Affective***

★ *Always experienced first emotionally*

★ *Threat and Fear are common*

★ *At risk: Stability*

★ *At risk: Identity*



# ***Affective***

- ★ *Attractiveness is also an emotional appeal*
- ★ *To gain: Greater Potential*
- ★ *To gain: Ultimately greater identity*



# **Messy**

- ★ *“Like a garage in the middle of the cleaning job...”*
- ★ *Inconsistent behaviors, perceptions, realities*
- ★ *Un-analyzable, squirmy and full of surprises*



# ***Parallel & Redundant***

- ★ *Many attempts to make it work go on simultaneously*
- ★ *The same tasks may be repeated several times*
- ★ *A Disorderly Order*



# ***Generative***

★ ***Change inspires  
change.***

★ ***Unplanned crises  
emerge***

★ ***Opportunities  
emerge***



# ***Generative***

**★ *Responsible  
behavior is  
responsive***

**★ *Accountability will  
include the freedom  
to make local  
decisions***



# ***Never Static!***

★ *Things are always in motion.*

★ *No rest: balance maybe, stability  
maybe, but these will vary*



# ***Consequential***

- ★ *Change in any one system will require changes in other systems*
  - *Relationships*
  - *Losses*
  - *Incorporations*
- ★ *New possibilities will become apparent*
- ★ *Greater complexity is likely*



# ***Organic & Vital***

- ★ *Irreducible to the sum of the parts*
- ★ *Living things aren't machines*
- ★ *Apparently neither are atoms*
- ★ *Self-organization is what the world does*
- ★ *More complexity means greater survivability, greater potential, greater identity, more LIFE!*