

ORGAN, I, ZATION
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ABSTRACT

Confusing the dynamic of a Company with the personality of its constituent Individuals is fatal both to the competence of the Company and to the contentment of the Individual. The Organic Axiom provides a solution path for both individual and corporate problems.

Does anyone seriously expect the President of a Corporation to change his personality? By admitting that the Leader determines Corporate policy, we admit that the current form of our Company is a reflection of our Leader's wishes. To be President for the life of a Company *means* that the behavior of the Company is optimally adapted to the personality of that President.

If we grant to the founders of our company their intelligence and diligent industry, we would expect them to create an environment suited to their tastes. There is a mapping between the who and the what.

But organizations possess a dynamic. They grow, evolve, transmute, and reproduce, regardless of the desires of their leadership. The Organic Axiom clarifies the relationship between the Whole and the individual Parts.

Definitions

ORGANIZATION:

the invariant connectivity between parts that defines the whole as more than the sum of the parts.

STRUCTURE:

the variant implementation of each part.

The ORGANIC AXIOM:

all organizations are perfectly composed.

The PSYCHOLOGICAL COROLLARY:

due to limited perspective, humans invent faults to cover for their ignorance.

Some useful examples:

PHYSIOLOGY:

Our body is an Organization. The organs are the Parts. Different organisms (humans, lizards, trees) have different structures (warm-blood, cold-blood, sap) to implement the same organizational invariant (circulation of nutrient). Aliveness defines the perfection of each organization. As a specific example of an attributed fault, consider blood temperature. In trees, we haven't defined the concept (yet). In lizards, higher temperature is associated with activity. In humans, it is sickness. For humans, a "temperature" is the positive maintenance of homeostasis, not a problem. Invading bacteria are temperature sensitive; we raise our temperature to create an environment intolerable to bacteria.

BUSINESS:

The Company is an Organization. The employees are the Parts. My job is a structure; I am a replaceable implementation of the organizational invariant of productive workers.

WRITING:

This essay is an Organization. The words are Parts; each is replaceable, but the message is invariant.

A strong implication of the Organic Axiom is the independence of the Whole and the Parts. This is the central concept of this essay. Specifically, the evolution of a human Organization is independent of the preferences of the individuals who are the Parts. This is most difficult to understand in reference to the President; it is a common miscomprehension that he decides the course of evolution of our company. In fact, it is only by consensus of all employees that this implementation of decision making is a structure in the Company.

My thesis is:

Make our communal agreements explicit,
so that we may avoid acting out of ignorance.

The Organic Axiom attributes "personality", "desire", and the "will-to-live" to super-entities composed of individuals. Every ant expresses its individuality in contributing to its society, without knowledge of the global purpose of the ant-hill. This is an example of the Cosmological Principle: there is no privileged perspective. Organizations evolve regardless of understanding by the constituents. Specifically, we cannot *understand* the Crisis Mode of our company. Any *explanation* must be an analogy to constituents on our own level, to the bodies and behaviors of our fellow Parts. Similarly, no one is in charge of the Organization, we merely have different roles.

The strategy for contentment as an individual in an organization is one of adaptation.