

ORGANIZATIONAL INVARIANTS

William Bricken

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Sometimes a thought comes more than once a day. Here's another:

MODEL

Everything has an inner-self and an outer-self.
(the Fundamental Theorem of Existence)

Personal/Social for animals,
Syntax/Semantics for representations,
Particle/Wave for matter,
Self/Environment for organizations.

Contentment is harmonizing the two into one.

Turbulence is always a boundary condition.

THOUGHT

During the process of self-examination at the Company, we have focused on instances of the aesthetic quality of our mutual environment. Let's discuss the

DESIGN OF OUR ORGANIZATIONAL INVARIANTS

INTERPRETATION

What stable conditions in the Company are at harmony with my being?
Specifically what makes me happy in this workplace?

What are the pre-conditions that trigger happiness?

Which interactions (boundary effects) do I find turbulent?

What are my interactional invariants?

APPLICATION

I love to feel professional.

Preconditions:

Access to information.
Explicit roles.
Full authority.

Turbulence:

Inaccessible information:
 where are the minutes of the management committee?
Information degradation:
 standardization of viewgraph format
 must convey less information to the viewer.
Misuse of skills:
 ask me to do math, not sales.

Invariants:

My feet need to breathe.
I won't knowingly degrade my inner-self for the sake of the outer-self.

THEOREMS

Management is the art of buffering the inherent internal harmony from perturbations from outside the organization.

Non-consensual invariants degrade the health of the organism.

Emotions are attached to the boundaries;
 rationality is attached to the inside.

Reward comes before action; punishment comes after.

REFERENCES

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