

[Extract from the book-project *Power and Response-Ability: the human side of systems.*]

Response-ability: a one-minute summary

1. The human side of systems - response-ability - is the management of power in the workplace.
2. In human terms, power is the ability to do work - more accurately 'work/play/learn' - as an expression of personal choice and personal response-ability.
3. A sense of meaning and purpose, a sense of self and of that which is greater than self, is important in creating personal power and productivity in the workplace.
4. The delusion that power can be 'taken' from others through bullying and dominance ('power-over') or offloading of responsibility and blame ('power-under') reduces the availability of functional power in the workplace.
5. Transactions are always either 'win/win' or 'lose/lose'. 'Win/lose' ('zero-sum') is actually an illusory form of lose/lose.
6. These issues repeat at and between every level, from 'I' to 'We' to 'Us' to 'Them'.
7. Anything which supports power and purpose in an organisation's members, and in an organisation's transactions, will improve the organisation's 'bottom line' - whatever that 'bottom line' may be.
8. Anything which reduces power-over and power-under in transactions will improve the organisation's 'bottom line'.
9. Doing nothing about these issues impacts increasingly on the organisation's 'bottom line' - eventually leading to the death of the organisation.
10. Tools and techniques to assess, audit and address these issues are described here.
11. You have the power to choose what to do next.