

What is a "Conscious Organization"?

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We use the term Conscious Organization in a very specific way.

- A Conscious Organization values profit (financial sustainability), purpose, people and planet ... accountable to a "quadruple bottom line." It is mindful of its impact on people, on future generations and on the larger planet as a whole.
- A Conscious Organization is committed to fulfill its purpose. It ensures mutual accountability and self-responsibility at every level, on every team, in every role.
- A Conscious Organization intrinsically values human needs, including those often not honored in the workplace such as autonomy, inclusion, being heard, empathy, mutuality and authenticity.
- A Conscious Organization actively ensures it has the financial and other resources to sustain and grow its activities in alignment with its purpose.
- A Conscious Organization has structures that stimulate intrinsic motivation and meaning for the people who work there (e.g. core values, shared purpose, thematic goals, autonomous teams and roles).
- A Conscious Organization has people in leadership roles who are each committed to developing as Conscious Leaders.
- A Conscious Organization has a governance structure and

policies/guidelines that reflect its values and align with its purpose.

- A Conscious Organization is a learning organization valuing conscious feedback, excellence, mastery, continuous learning, and the growth & development of all of its people.
- In a Conscious Organization, all people within the organization thrive.

Note that the question is NOT ...

"Are we a Conscious Organization?"

The question is ...

"What new choices would we like to make to become a more Conscious Organization?"