

Dharma-Centered Organization

GISEIKAI PRESENTATIONS - 2017

Self-Centered Organization

- Self-Centered Organizational Principles
 - Decisions, plans, and policies (outcomes) are the highest priority.
 - Especially the outcomes one supports.
 - Allow egos to drive participation.

- Self-Centered Organizational Behavior
 - Separate oneself from another and elevate oneself whenever possible.
 - Make yourself look like the smartest in the room.
 - Ignore the humanity of those in the room.
 - Dominate the discussion with emotions and repetitive language without full understanding or acknowledgement of other points of view.
 - Don't waste time on drawing others out to participate and listening to them.

Dharma-Centered Organization

- Dharma-Centered Organizational Principles
 - Inclusive, open, and compassionate relationships are the highest priority...not outcomes.
 - All are embraced just the way they are at whatever part of the journey they find themselves.
 - Maintain a safe environment for everyone.

- Relationships are developed through the processes of connecting, sharing, and partnering.
 - Equality
 - Everyone is equal before Amida.
 - Ministers are the same as lay, with concerns, anxieties, and challenges same as lay people.
 - Foster kindness, respect, and compassion.
 - Compassion is the ... capacity for feeling what it is like to live inside somebody else's skin. It's the knowledge that there can never really be any peace and joy for me until there is peace and joy finally for you too. *Frederick Buechner*
 - Emphasis on how I should try to be rather than on what I expect others to be.
 - Ichigo ichie – appreciative mindfulness.
 - Become aware of our Bompu nature through self reflection.
 - Understand interdependence of all things.
 - In a real sense, all life is inter-related. All men are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be, and you can never be what you ought to be until I am what I ought to be...*Martin Luther King Jr.*
 - Namo Amida Butsu
 - The expression of gratitude for the absolute and unchanging love and compassion with which Amida embraces us connects us one to another.

- Dharma-Centered organizational behavior
 - Ondobo Ondogyo – We are fellow travelers.
 - Who are we traveling with?
 - Know each other’s stories; know and acknowledge each other’s humanity.
 - Age, family, profession, interests, etc
 - Use quick Paired-Sharing to develop knowledge of members’ stories.
 - Where are we going?
 - Define the issues as they emerge.
 - Maintain perspective; see the big picture.
 - Interdependence
 - Be a learner.
 - Focus on the other.
 - Listen deeply.
 - With patience, help others to clarify their thoughts and positions through reflective listening.
 - Summarize content; take notes.
 - Count points/packets of information.
 - Come prepared.
 - Be a teacher.
 - Be considerate of time.
 - Be organized in your presentations.
 - Stay on topic.
 - Know your audience.
 - Self reflect.
 - What is my ego doing to disrupt the meeting?

- What am I doing? How am I participating?
 - How am I affecting others in the room?
 - Do I talk too much?
 - Do I share enough?
 - What am I trying to achieve when I talk?
 - What am I trying to achieve when I show up?
- Gratitude
 - Identify and acknowledge Nembutsu Moments with “Namo Amida Butsu.”
 - Those moments in which all in the room are working together in the spirit of true interdependence.
- Dharma-Centered Practices
 - Paired sharing
 - Reflective listening
 - Note taking
 - Chair/designated member who actively fosters/encourages/facilitates Dharma-Centered behavior and discourages self-centered behavior
 - Recognition Moments (stopping to allow reflection on special moments)
 - Saying the Nembutsu