

# The Way of Wholeness

## Presentation Transcript

### Video #2: Finding the way forward

Why are so many promising initiatives stalling out and falling short of realizing their intended impact?

#### The Issue

Well, as we know, no problem can be solved from the same level of consciousness that created it.

Our whole new world requires a whole new operating system.

Yet, the majority of **new-paradigm initiatives are stuck in the old paradigm**, engaging in the same behaviors that caused the problems they're trying to solve.

You have likely seen this in organizations you've worked in, or even experienced it in your own initiatives. With so much on the line, it's easy for the fear to creep in and lure us into old patterns.

Many regenerative-focused companies are operating in **silos** ~ often forming entire corporate structures that include not only operations in their core genius, but also Finance & Accounting; Legal; IT; Business Development; Social Media, Marketing & Advertising; and departments for hiring, training and retention of staff. Within and across these multiple siloed organizations, there is tremendous redundancy and inefficiency.

These initiatives are also frequently **competing** for resources ~ both in seeking funding (whether vying for charitable grants, loans or investments) *and* in attracting and retaining talent to carry out all their administrative and operational functions.

Additionally, many regenerative start-ups are seeking **investments** as a way to finance their operations so they can make their desired impact. And yet, in doing so, they are frequently giving away ownership stakes and authority to those who are primarily driven by returns on their investment, often influencing decisions that compromise core values.

Both debt and equity financing are ultimately extractive, requiring organizations to scale beyond their natural growth rate to return profit or interest externally ~ draining resources that would otherwise circulate back into their core mission and generate greater impact.

And, many initiatives with a regenerative mission are still operating in **command-and-control structures**. Even those who are pioneering new decentralized organizations like DAOs and implementing sociocracy or other participatory governance models often break down due to challenges with interpersonal conflict, lack of accountability and power struggles.

In this way, these well-meaning initiatives and organizations are out of alignment with the very essence of the solutions they are striving to provide.

Trying to develop regenerative solutions for a thriving planet while operating in the energies of scarcity, silos and competition is like trying to grow vibrant, healthy food in dead, degraded soil.

### **Next Steps**

It's one thing to see what's happening and why. It's quite another to know what to do about it.

Whether you're leading an organization with a regenerative mission or are in the early days of seeding a vision for one, **you really want to make a difference**. You don't want your initiative to end up as just another great idea that never quite matured into realizing the impact it was designed to make ~ or worse, to become yet another company that's engaging in extractive, separation-based behaviors, eventually losing its heart and soul.

How many times have you watched products and services that you loved completely change {and not for the better} as their organizations go public or are sold to larger entities, believing that is what they needed to do to grow and succeed?

The voices are so tempting: *The ends justify the means. You just need to play in the old system while you build the new. Once you get your solution up and running, or to a sufficient scale, then you'll be able to operate differently.*

I remember a conversation I had a few years ago with a person who was deeply engaged in networking with social entrepreneurs and changemakers devoted to making the world

a better place. He said to me, “Holly, we all need to make sacrifices while we wait for the new economic systems to be built.”

In my mind, I heard the needle scratching across the record: *Wait, what? How exactly will these new economic systems come into being if the pioneers and systems builders are all continuing to engage in old-system behaviors? If not us, then who? If not now, when?*

So, how *do* you move your mission forward? How do you provide the support and resources to **meet the needs of your initiative without sacrificing your own**? How do you scale your organization, attracting the resources and talent to make the impact you know is possible, without compromising its core values or diluting its very essence?

Some days, you may feel like you’re between a rock and a hard place. As a Grail leader pioneering new pathways, you don’t want to engage in the old-paradigm behaviors that you’ve left behind, and yet you *cannot* fail in your mission.

You just can’t see **a way forward that feels fully aligned for you and your initiative** ~ a way that doesn’t require you to sacrifice something.

Deep down, though, you know there is *always* a way. It just may not appear until you’re really ready to see it....

For Grail leaders, there is only one way to authentically fulfill their mission.

### **The Way of Wholeness**

It’s the Way of Wholeness. It’s the way of Abundance and Mutual Thriving.

And it’s **the way of Nature**.

The natural world is like a Russian doll of nested ecosystems ~ whole and complete living systems that are each also part of a greater whole and complete living system.

Given that our world is a vast web of interconnected relationships, it’s clear that the ways of operating in silos and separation are not sustainable ~ and certainly don’t support thriving.

Aligned with Nature’s principles, your *instinct* is to engage in **ecosystems of wholeness**.

Your mission is all about *co-creating* a mutually beneficial future for humanity and the Earth. By design, none of us are meant to accomplish this alone.

Many pioneers of our time are focused on personal transformation, helping individuals to transcend out of suffering and into fully living. Many are devoted to developing regenerative solutions to mitigate the greatest challenges of our time. And still more are exploring and sharing new organizational and governance models.

And yet, **imagine the potential if these were working together**. By and large, these endeavors are happening in isolation, disconnected from the very essence of Nature and the environments in which they are meant to play a vital role.

As a human civilization, we are maturing beyond the Separation Age into an era of Sovereign Unity, where all the diverse parts are woven into a harmonious and synergistic whole.

Yet this **dawning age is not happening *to us*, it's happening *through us***. We are being called to boldly and swiftly transform *ourselves* as we create the systems and structures to support our flourishing future.

In the next video, I will share with you what we see as a Way of Wholeness in Grail Leadership: a coherent ecosystem of Whole Leaders, Whole-Systems organizations, and regenerative initiatives coming together in synergy to generate Whole, ecosystem-level Impact that exponentially ripples out into mutually thriving communities.

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