

Process of Accomplishment



LECTURE 17
GARRY JACOBS

Process of Accomplishment

Human accomplishment is result of the interaction between
Individuals – Organizations – Society – Environment
Life Circumstances

Process is essentially the same at micro and macro scale
Individual Achievement – Organizational Development
Social Evolution

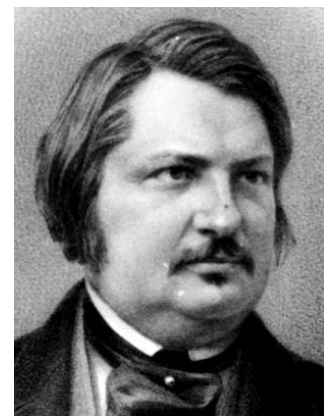
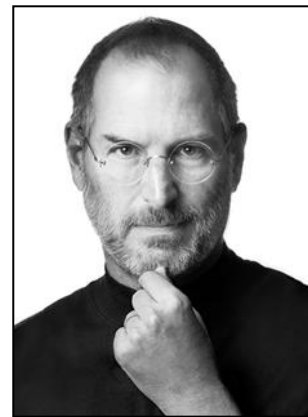
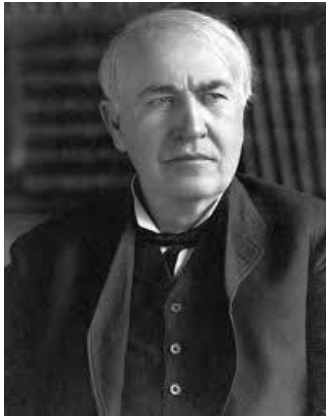
Process is common to all levels
Physical – Commercial, Social & Political – Artistic &
Intellectual – Psychological, Cultural & Spiritual

Human Energy is the Fuel for all Accomplishment

- Energy is generated by need, aspiration or idealism
- Energy is generated by responding to an opportunity
- Energy is generated by confronting a challenge
- Every human interaction is a potential source of energy



High Energy People



The single most striking attribute of high achieving individuals is the intensity of the **ENERGY** they exhibit

Theodore Roosevelt – Force of Nature

- 26th President of USA known for his exuberant personality, cowboy persona and robust masculinity.
- Known as the trust-buster that broke up Standard Oil
- Famous for his remark, “Speak softly and carry a big stick”

"Do you know the two most wonderful things I have seen in your country? Niagara Falls and the President of the United States, both great wonders of nature!"



"a perpetual flow of torrential energy, a sense of motion even in stillness ... thrilling to be near."

Honoré de Balzac – Creative Imagination



During 1830 and 1831 he poured out approximately 150 short novels, stories, articles, and commentaries—a feat unparalleled in the annals of literature—and over the next 20 years, he completed 40 full-length novels.

"Everything he did seemed to have a tenfold intensity. When he laughed the pictures on the walls trembled; when he spoke the words came cascading forth; ...when he worked there was no difference between day and night as he sat writing round the clock and blunted a dozen pens in the process."

Corporate Intensity

- Youthful enthusiasm of rapid growth – **Apple** 1984, Inc. 100
- Dynamic exuberance – **INTEL**
- Controlled power of a well-oiled machine – **Merck**
- Vibrancy, charm and cheerfulness – **Coca Cola**
- Intense warmth of a close-knit family – **Delta**
- Quiet hum, very active & alert – **North-western Mutual**

Energetic Societies

- Alexis de Tocqueville's *Democracy in America*
- Jules Verne's characterization of the American West
- Charles de Gaulle's first impressions of New York
- Harlan Cleveland's Revolution of Rising Expectations
- Resurgent Asia

Direction Converts Energy into Force

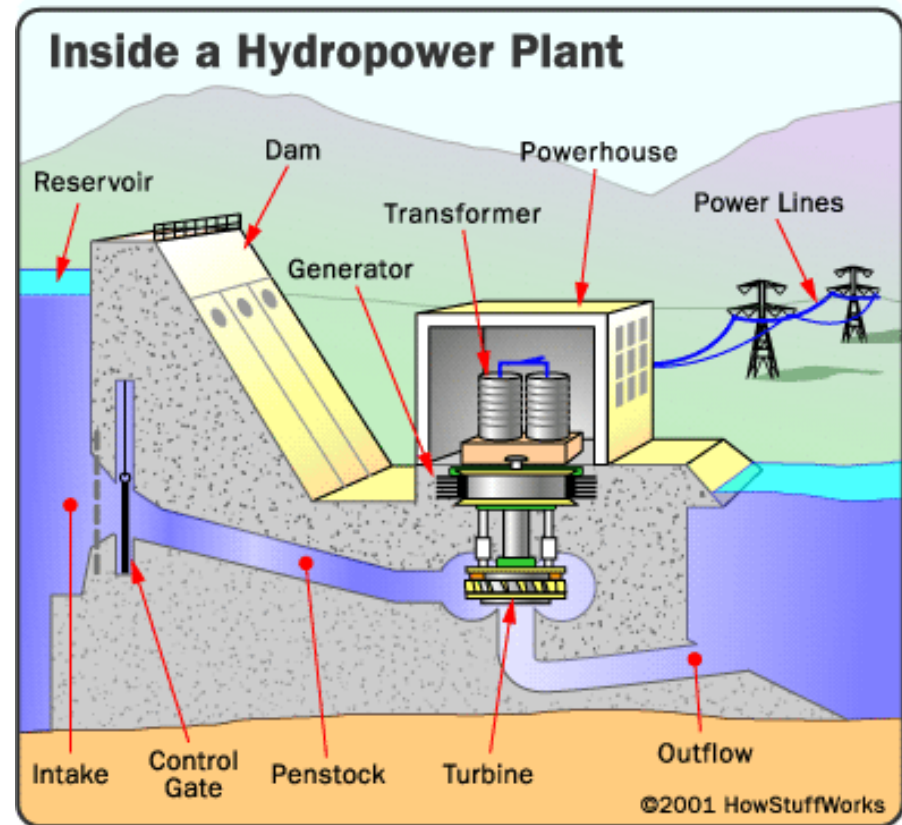
- Energy is not enough for high accomplishment
- Energy needs to be focused by a clear direction
- Direction is given by leadership
- Clear goals, objectives and values convert energy into FORCE

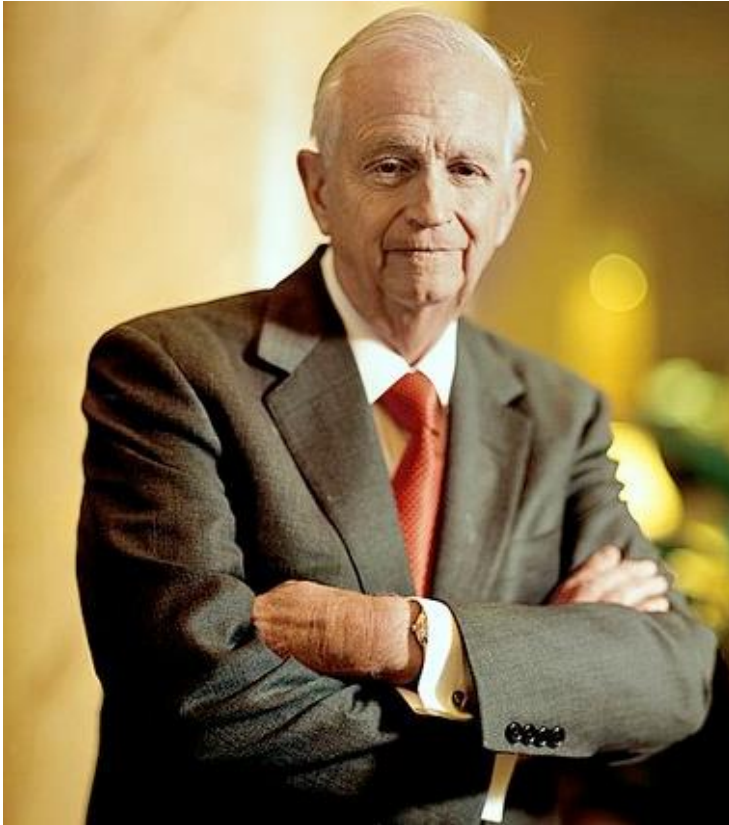


Organization of Acts

- **Act is the basic unit of accomplishment**
- **Each act is itself a subjective microcosm**
- **Organization consists of chains of interrelated acts**
- **Organization links individual acts to form activities, systems, functions, and structures**

Organization transforms Force into usable Power





Bill Marriott

Organization
channels and
utilizes energy
efficiently by
differentiation of
function



Genghis Khan

One arrow
alone can be
easily broken

But many
arrows are
indestructible

~Genghis Khan

Organization
coordinates energies
and activities of many
people and integrates
them within a larger
whole

Organization multiplies Interactions Interchange & Networking

- **Language organizes & energizes communication**
- **Market organizes exchange & energizes production**
- **Money organizes social power & makes it interconvertible**
- **Technology organizes productive processes**
- **Internet connects horizontally & integrates vertically all nodes, levels & types of social activity within a single global network**

**Organization magnifies the Energy it
transmits by Integration**

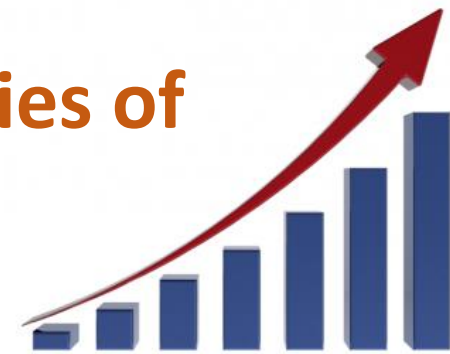
**Linking activities through
positive feedback loops of
information and learning
multiplies the efficiency and
increases the scope**

Evolution of Organization creates Social Opportunity

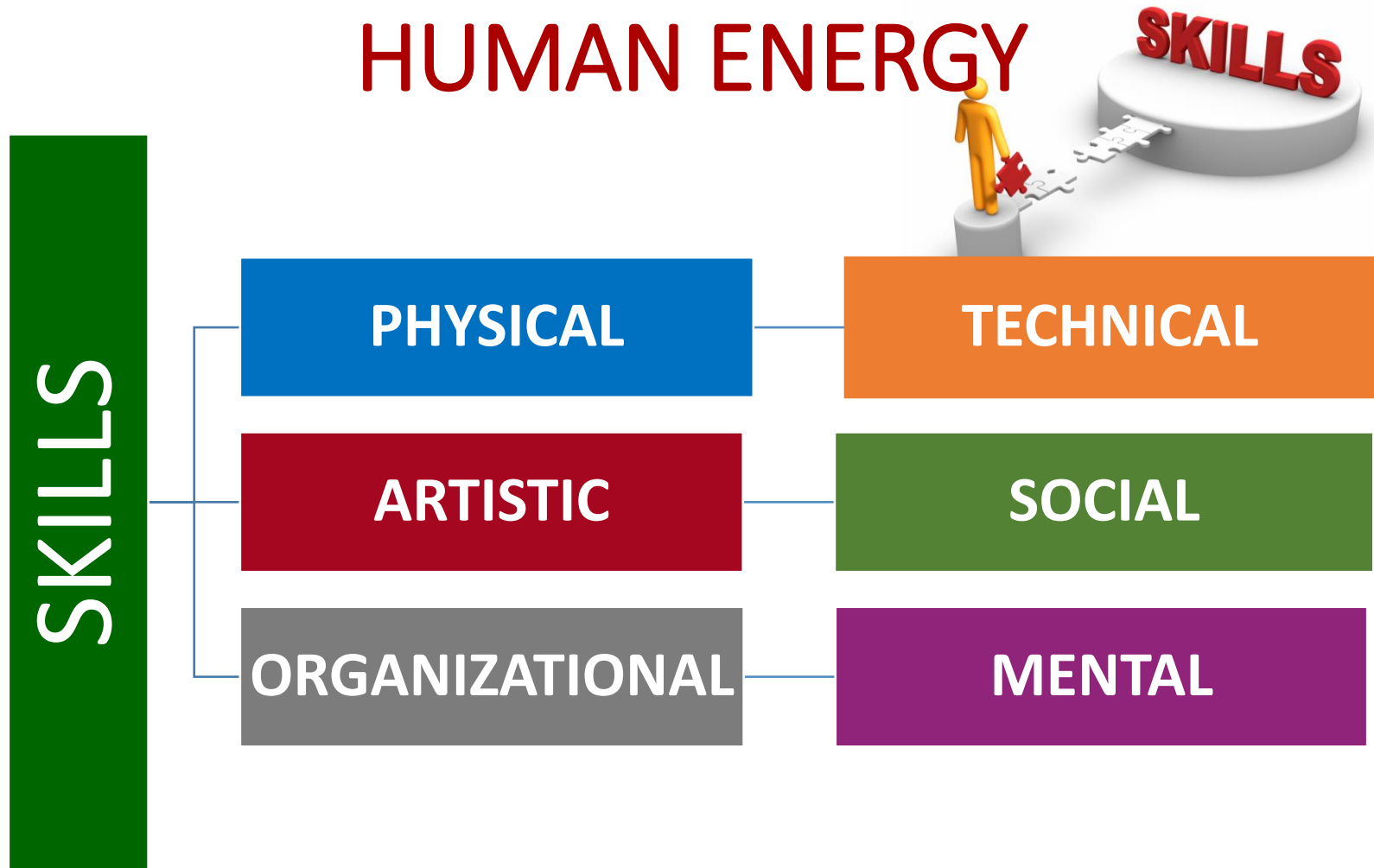
- **Society is continuously evolving**
- **The more we organize it, the faster society evolves**
- **Each new link releases further energy and creates new needs and opportunities**
- **Opportunity comes from identifying a missing link in the social organism and provide it**
- **The gap between social advancement and social organization is a goldmine of opportunity**

Organization supports growth and development of People

- Continuous improvement and perfection
- Development of specialized knowledge and skills
- Fosters development of shared values and culture
- Utilization of unique capacities of each member
- Empowering the Individual



SKILLS ARE ORGANIZATIONS OF HUMAN ENERGY



Attitudes are organizations of Psychological Energy

LEADERSHIP

PSYCHOLOGICAL

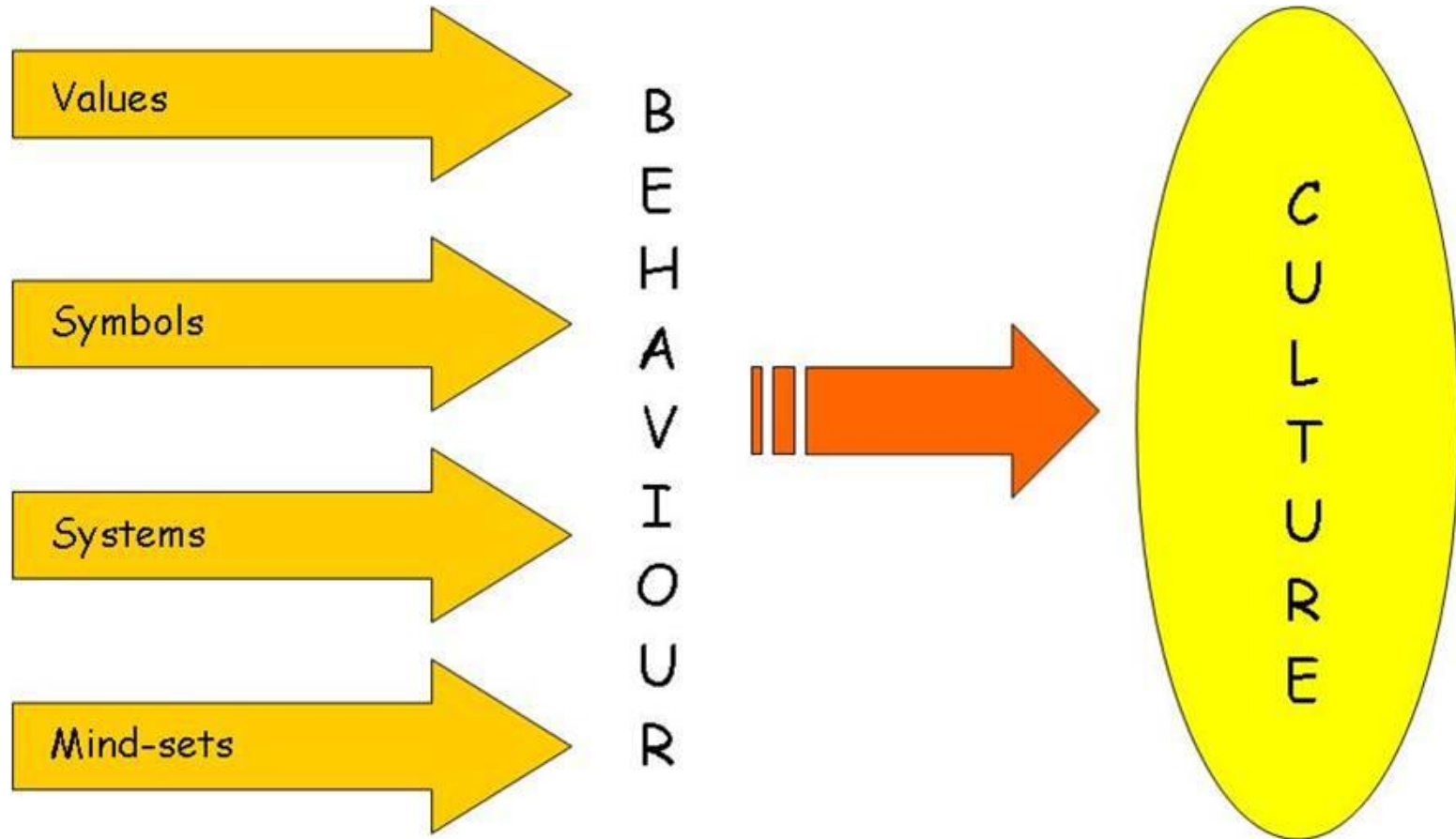
SPIRITUAL VALUES



Organizations internalize skills & attitudes



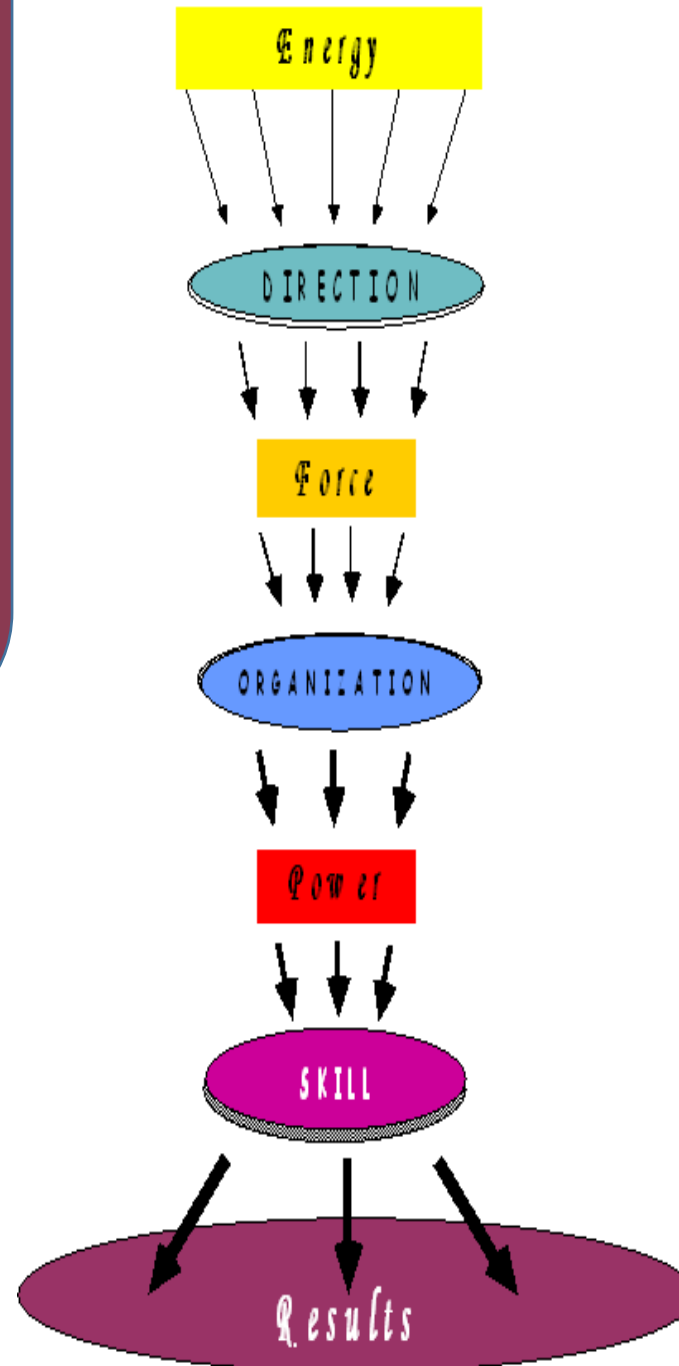
Culture expresses Energy as social skills & attitudes



Organization generates Power

- **Skill is physical organization of physical energy**
- **Attitude is vital organization of emotions**
- **Understanding is mental organization of data and thoughts**
- **Values are psychological organization of motives**

ENERGY CONVERSION FLOW DIAGRAM



Washington's Personality

ENERGY

- Intensely aspired to be a wealthy plantation-owner
- Rejected, he joined the colonial rebellion

DIRECTION

- His ideal was to be an English gentleman
- His goal a career in the British army

CHARACTER

- Fearless in battle
- Instilled discipline & courage to raw recruits
- Refused to overstep the authority given by Congress
- Implicitly trusted for impartiality
- Refused payment for 8 years of service

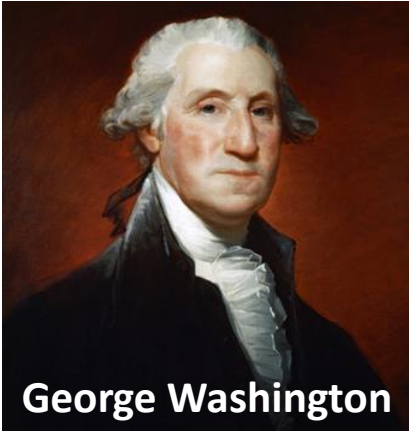
ATTITUDES & SKILLS

- A good listener
- Exhibited a remarkable capacity for self-sacrifice
- Concern for his men won their loyalty
- Shunned attention and popularity
- Patience and endurance

Washington's Accomplishment

- His idealism inspired his troops to incredible self-sacrifice
- Ill-equipped, half-starving, colonial militia fought the world's best army to a stalemate
- America outlasted the British by perseverance
- He set a precedent for subordination of military to civilian rule in America
- His personal values became those of America

His Opponent's Assessment



On conclusion of the war in 1783, Washington resigned his commission formally handing control of the military to the US Congress

When told that Washington would return to his farm after winning independence, King George III replied incredulously, “If he does that, he will be the greatest man in the world.”

Cycle of Individual and Social Development

- Progress of organization & society ultimately depends on the development of each of its individual members
- The individual develops by raising his consciousness and organizing his personality at a higher level
- The highest stage of organization of personality is what we mean by individuality
- The formed individual is the catalyst for raising the consciousness and organization of society