The Chaordic field

Leading in the field between chaos and order

The Chaord

CHAOS   ORDER   CONTROL

CHAORD

In the phase between CHAos and ORDer
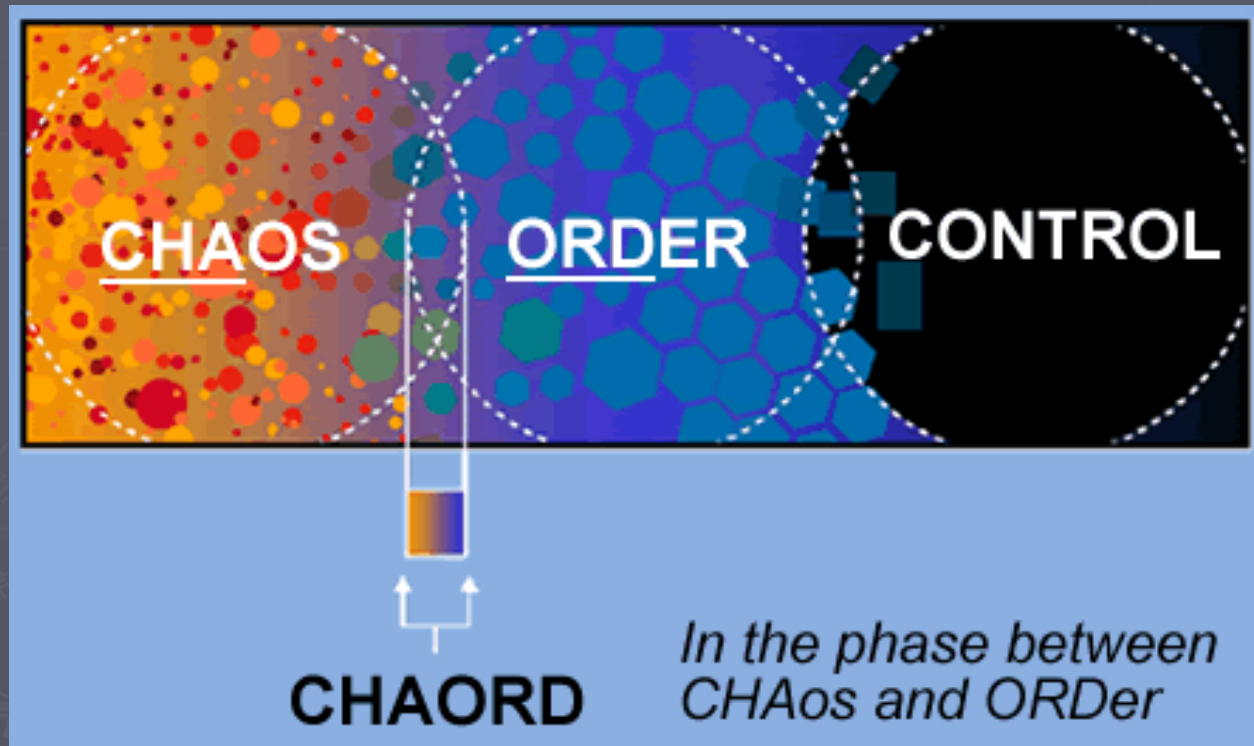
The Chaord

▸ The word **chaord** was formed by borrowing the first syllable of the two words:
cha- from chaos, **-ord** from order.

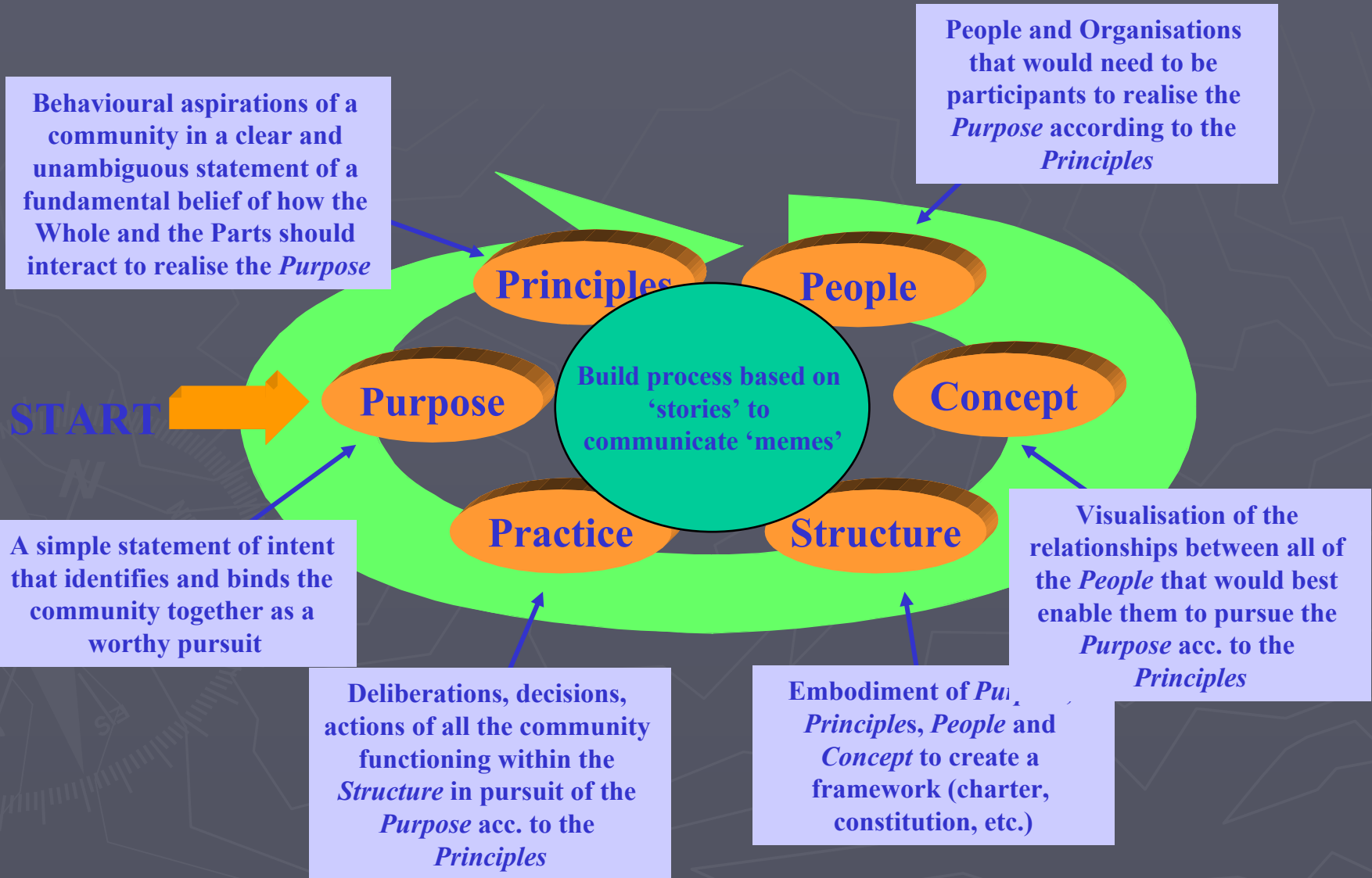# The Chaord

▸ **3: the fundamental organizing principle of nature and evolution.**

Chaordic

- (kay'ordic)
- 1: anything simultaneously orderly and chaotic.
- 2: patterned in a way dominated neither by order nor chaos.
- 3: existing in the phase between order and chaos

A Chaordic process tool

People and Organisations that would need to be participants to realise the *Purpose* according to the *Principles*

Behavioural aspirations of a community in a clear and unambiguous statement of a fundamental belief of how the Whole and the Parts should interact to realise the *Purpose*

Principles

People

Build process based on 'stories' to communicate 'memes'

START

Purpose

Concept

Practice

Structure

A simple statement of intent that identifies and binds the community together as a worthy pursuit

Visualisation of the relationships between all of the *People* that would best enable them to pursue the *Purpose* acc. to the *Principles*

Deliberations, decisions, actions of all the community functioning within the *Structure* in pursuit of the *Purpose* acc. to the *Principles*

Embodiment of *Purpose*, *Principles*, *People* and *Concept* to create a framework (charter, constitution, etc.)

A Chaordic process tool

- As a result of designing the VISA card - Dee Hock has defined a Chordic process model consisting of the following phases:

- Purpose

- Principles

- Participants

- Org. Concept

- Constitution

- Practise

Purpose

➤ **Develop a Statement of Purpose**

▷ **The first step is to define, with absolute clarity and deep conviction, the purpose of the community. An effective statement of purpose will be a clear, commonly understood statement of that which identifies and binds the community together as worthy of pursuit. When properly done, it can usually be expressed in a single sentence. Participants will say about the purpose, "If we could achieve that, my life would have meaning."**

Principles

▶ **Define a Set of Principles**

⟶ **Once the purpose has been clearly stated, the next step is to define, with the same clarity, conviction and common understanding, the principles by which those involved will be guided in pursuit of that purpose. Principles typically have high ethical and moral content, and developing them requires engaging the whole person, not just the intellect. The best will be descriptive, not prescriptive, and each principle will illuminate the others. Taken as a whole, together with the purpose, the principles constitute the body of belief that will bind the community together and against which all decisions and acts will be judged.**

Participants

▶ **Identify All Participants**

▸ **With clarity about purpose and principles, the next step is to identify all relevant and affected parties - the participants whose needs, interests and perspectives must be considered in conceiving (or reconceiving) the organization. As drafting team members pursue their work, their perceptions of who constitutes a stakeholder will typically expand. They now have an opportunity to ensure that all concerned individuals and groups are considered when a new organizational concept is sought.**

(Organizational) Concept

▸ **Create (a New Organizational) Concept**

‣ **When all relevant and affected parties have been identified, drafting team members creatively search for and develop a general concept for the organization. In the light of purpose and principles, they seek innovative organizational structures that can be trusted to be just, equitable and effective with respect to all participants, in relation to all practices in which they may engage. They often discover that no existing form of organization can do so and that something new must be conceived.**

Constitution

▸ **Write a Constitution**

‣ **Once the organizational concept is clear, the details of organizational structure and functioning are expressed in the form of a written constitution and by-laws. These documents will incorporate, with precision, the substance of the previous steps. They will embody purpose, principles and concept, specify rights, obligations and relationships of all participants, and establish the organization as a legal entity under appropriate jurisdiction.**

Practises

▸ **Foster Innovative Practices**

‣ **With clarity of shared purpose and principles, the right participants, an effective concept and a clear constitution, practices will naturally evolve in highly focused and effective ways. They will harmoniously blend cooperation and competition within a transcendent organization trusted by all. Purpose is then realized far beyond original expectations, in a self-organizing, self-governing system capable of constant learning and evolution.**

Order or Control

> ”**What if we stopped looking for control - and in earnest started to look for order?**”

> **- Margaret Wheatley**