



Men are

- all the same under the skin
- out of touch, uncomfortable with emotions
- desire for control, power over others
- heroic expectations, do it alone
- compete for scarce resources
- fearful of diversity and oppressive



.....or are they ?

- unique individual human beings
- passionate, loving, vulnerable, scared
- committed to service and stewardship
- post-heroic tricksters engaged with others
- sharing resources in an abundant world
- self-liberating, celebrating difference

Learning is.....

- primarily about the outside world
- getting information and answers
- received from experts who know
- serious, dry, disciplined
- explanation and analysis
- accumulation of knowledge
- achieving mastery (or mystery)



.....or maybe ?

- exploring inner space, knowing ourselves
- engaging in the process of inquiry
- trusting the primacy of our own experience
- playful, creative, artful
- understanding and synthesis
- changing our practice
- walking with a stumbling gait

Organisations are.....

- rational, well-ordered and instrumental
- secular institutions devoid of spirit
- where we earn the means to live
- need to be directed and driven
- simple closed systems
- defined in terms of structure and system
- exist for their own sake, self-referential



.....are they instead?

- irrational, chaotic and emotional
- sacred places imbued with soul
- where we live much of our lives
- possessing innate energy and purpose
- complex adaptive systems
- defined in terms of pattern and flow
- ecologically aware, outward-looking