

iGrowth™

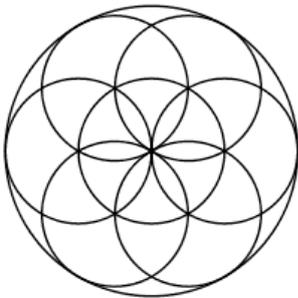
SOURCE GEOMETRY IN LEADERSHIP & BUSINESS USING IGROWTH™

All ancient creation stories follow a similar pattern

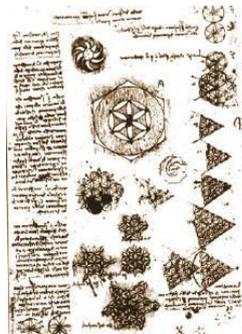
First there was nothing but the source. Then the source created something, often in geometrical terms referred to as a circle of creation, moved to the new boundary of this creation and did it again, this time adding to whatever was created previously.

Then it did it again, again and again. By the sixth repetition and overlap, the foundational seed of the world as we know it had been formed.

That was only the beginning. From that earliest time until today the source has multiplied many times, and each iteration has been repeating again and again. All we see around us comes from this source and is still a part of it. Every new circle of creation overlaps with the next and hence is connected to what existed immediately before it and what follows next. The universe that we experience is a tapestry of this continuous creation.



This is the shape of the 'seed', six overlapping circles around one similar sized circle and the surrounded by one to encompass it all



Extensively studied throughout the ages, and here evidenced in notes from Leonardo da Vinci, the virtues of this pattern and it's appearance in nature are significant

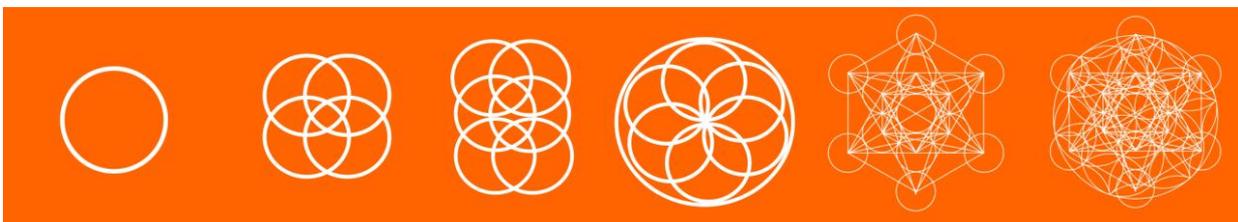
A BALANCED MATRIX

The creation pattern is a balanced matrix with a consistent shape as its source. Much like a house built from just one style of brick, each of the same shape and paid in the exact same set of angles to each other, the house may have walls of different heights and sizes, going this way and that, but will maintain a balanced look and feel that gives it balance, elegance, style and strength. However a house built with similar bricks but without detailed attention to the maintenance of such specific angles of brick laying, may be functional but will lack the finesse of the genuine article. It will always feel 'not quite right'.

AN APPLICATION IN BUSINESS - CIRCLES OF INFLUENCE

Building a business is much the same. The received wisdom of today is to have a target and then put yourself to task and do whatever is necessary to achieve it. This is the equivalent of building without finesse. The seasoned architect ensures that each and every brick is laid with care at precisely the correct angle. The sought after mason will not lay one stone on the next until the detailed angles are correct.

The business leader that creates sustainable success sees each activity as if it were the source material at work. The leader senses the extent to which the circle of activity will comfortably extend and establishes targets to correspond. Like the placing of a stone or the laying of a brick, the new activity must overlap with whatever preceded it, so that it appears to emanate from the exact middle of that circle. Each new activity must be centered in a solid foundation and then radiate from it, overlapping neatly with other activities that support it. Each must be finely balanced and laid carefully before moving on to the next.



Starting very simply with a single idea is both as typical as it is also desirable. A simple and clear idea is an excellent place to start. This idea is then pushed to limits that intuitively feel as if they have been reached. Every entrepreneur is likely to have experienced the feeling of certainty that comes with an idea or activity that is within or up to the certain limits. This may be represented as a circle that began as a tiny dot and radiated outwards until it reaches its intuitive limit. However it's also likely that a number of other activities or ideas have come to mind. Using the imagery of geometry the business leader now must start at the edge of the initial circle and imagine the new activity as a new circle, the edge of which will cut through the very centre of the initial activity. The idea being that a degree of expertise and learning will have occurred directly by expanding the original circle. Ensuring that any new activity draws on the very centre of that expertise will provide a degree of certainty and comfort that might otherwise not have been there.



The activity and thinking within the new business will now have expanded, but will be firmly grounded in expertise. The shape made by the intersection of the two circles is referred to as the 'vesica piscis' and contains within it both the original thinking and that of the second 'phase', as such it is a source of more certainty and stability than elsewhere.

New phases of activity may begin as replications of the original pattern, creating new vesica piscis each time, or may extend from the point where the circle lines intersect. The first will extend the thinking of one phase into the next, whereas the latter may lead to the joining up of circles into an eventual 'flower', known as the 'flower of life'. The relevance to business is that the overlapping of ideas and expertise will act as a form of grounding and provide a strong foundation for growth.

If a manager is asked to articulate how each person within their team has responsibilities that are both uniquely extended and also map back to the centre of team activity, then each person within that team is likely to feel supported and clear as to their specific and unique contribution. Job roles and responsibilities as well as new developing actions may be plotted visually to assist with understanding the balance. Activity and planning for future action may also be visually articulated using the same 'Circle of Influence' approach. To clarify communication a straight line may be drawn from the centre of each circle to connect with each other.

CREATING A SOLID BUSINESS STRATEGY

iGrowth™ is a visual aid to planning and analysing activity. Using intuitive 'Circles of Influence' a leader may move away from linear thinking without any fear of losing direction or momentum. Linear thinking assumes that one action leads to another and so on. Popular application of probability estimating in mathematics such as Bayes theorem may assumptions about cause and effect that are not supported by real world experience. The superficial nature of cause and effect observation cannot take into account unseen and 'unmanaged' aspects of decision making and hence becomes weak because of mistakes. Whereas the fundamental overlapping structure in the geometry combined with Enquiry Led Leadership (ELL™) combines both growth and stability by allowing highly complex structures to develop that are all based on a solid, simple and repeating foundational approach.

Typically a goal is established and then actions taken to achieve that goal. This often requires the takers of such action to step outside of their 'Circle of Influence' and intuitively step over the boundary within which they feel confident. The resulting lack of confidence and or skill will produce mixed results. The mixed results are challenging to manage and complications will arise. This added to an increasingly complex communication network will inevitably result in business problems.



The approach to solving such complex challenges has been to impose a command and control hierarchy in an attempt to manage the business. An unintended consequence of the imposition of hierarchy has been the reduction in engagement, commitment and ultimately negative effects on productivity caused by the people-responses to the leadership structure. Hence attention has been paid to equipping leaders with skills and approaches in an attempt to offset these issues. However the fundamental cause at the heart of the issue remains and therefore leaders find themselves caught in a pendulum swinging between being urged to engage and involve the workforce and then to supervise and manage them into producing improved results. It is little wonder that high levels of stress are prevalent in those holding leadership positions. It also becomes clear as to how so many undiagnosed sociopaths secure high level positions in organisations, as they do not experience the emotional difficulties associated with this conflict.

All business problems are caused by a lack of balance and geometry. Communication fails, misunderstandings occur, opportunities are lost, sales dry up and profits disappear when balance and individual human control is lost. Everyone has an intuitive understanding of their own 'Circle of Influence' in respect of whatever they do. When this is identified and clarified then communication in respect of each circle may be established, support provided and balance achieved. The more this takes place the more it is likely to take place, and the greater the number of 'Circles of Influence' that are intuitively in balance the more the organisation will grow. iGrowth™ draws on the most powerful knowledge known to mankind and applies it directly to business. Success is easy to recognise but often difficult to replicate because the variables seem so complex. However apply the principles of iGrowth to any successful organisation and it becomes immediately apparent that some or all of these principles have been, albeit often unknowingly, applied.

TO LEARN MORE ABOUT TRAINING TO APPLY IGROWTH™ CONTACT ADMIN@IABCT.ORG