Edgewalkers: People and Organizations that Take Risks, Build Bridges and Break New Ground

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Overview

- What is an Edgewalker?
- Why are Edgewalkers needed today?
- Developing your Edgewalker qualities
- Edgewalkers and Sustainable Enterprise
Edgewalker Characteristics

- Walk between the worlds
- Knack for knowing the future
- New rules to the game
- Others see them as risk-takers
What is an Edgewalker?
Two Worlds

The breeze at dawn has secrets to tell
Don’t go back to sleep
You must ask for what you really want
Don’t go back to sleep
People are going back and forth across the doorsill
  Where the two worlds touch
  The door is round and open
Don’t go back to sleep

Rumi
Why are Edgewalkers Needed Now?

Five Trends:

1. Globalization
2. Technology
3. Less Predictability
4. Time Poverty
5. Spirituality in the Workplace
ISE Core Competencies:

- Creating learning venues, opportunities and communities within and across organizations
- Coalescing and mobilizing project action networks
- Creating collaborative conditions to break through complexity for better results
- Generating and distributing widely usable knowledge
ISE is developing Edgewalkers!

- High engagement action learning education program to develop:
  - Global perspective
  - Collaborative mindset
  - Systems and breakthrough thinking

....For sustainable management
Are You an Edgewalker?

- 20 questions – page 2
Edgewalker Framework

- Five Qualities of Edgewalkers
- Five Edgewalking Skills
- Five Organizational Orientations
Edgewalker Qualities of Being

- Self-Rating – page 3
  - Self-awareness
  - Passion
  - Integrity
  - Vision
  - Playfulness
Giacomond by Franz Buchholz
“Awareness of your thoughts, values, and behavior and a commitment to spend time in self-reflection with the goal of becoming a better person.”
Self-Awareness – Key Points

- Delphi Oracle – Know Thyself
- Wisdom traditions teach self-awareness
- Who is the Self?
- Who is Aware?
- Body, mind, emotion, spirit
Passion - Definition

“An intense focus on your purpose or the use of your gifts in a way that adds value to your life and the world.”
Passion – Key Points

- There is nothing half-hearted about an Edgewalker
- Intense
- Commitment to something greater than themselves
- No tolerance for small talk
- Life histories:
  - Trauma, life-threatening event
  - Near death experiences
  - Alcoholic, abusive, or mentally ill parent
  - Directly inspired by a saint-like person
“Unlike visionary leaders who can arouse cult like followings, passionate leaders create loyalty to an organization more than to an individual. This is especially valuable at a time when employees tend to identify more with their work than they do with their company. A passionate leader is able to create “sticky people,” employees who don’t bolt for the revolving door. Consequently, turnover in a well run, passionate rebel company is far lower than the industry standard.”

Chip Conley
CEO, Joie de Vivre Hospitality
Author, The Rebel Rules
“A commitment to live in alignment with your core values, to align your words and behavior, and to keep your word.”
Integrity – Key Points

- Integrity gives Edgewalkers their “edge”
- Higher ground, higher standards
- Integrity creates trust, gives you a competitive edge
“The gift of being able to see what others cannot – possibilities, trends, the future, guidance from the spiritual world – and the ability to take steps to make the vision a reality.”
Vision – Key Points

- Not just looking out 5 or 10 years
- Edgewalkers have visions
  - Different level of consciousness
  - Other worlds, other realities
  - Found in quiet places
- We create our own reality
- Vision quests
Playful - Definition

“A joyful sense of fun and creativity, and an ability to keep everything in perspective.”
Playful – Key Points

- The monk at Byodo-In Temple
- Playfulness and humor use more parts of the brain
- Creativity
- Trust
- Connection
Edgewalkers and Sustainable Enterprise
“Interface is positive proof that sustainability opens up new, different and better ways of thinking. Out of that new mind-set is a better way to a bigger profit, and a significant competitive advantage.” Ray calls this new business model, “Doing Well by Doing Good.”
Organizational Orientation

Future

Closed

Doomsayers

Past

Change

Open

Hearttenders

Time

placeholders

Flamekeeper
Edgewalkers and Sustainable Enterprise

- Global perspective
- Committed to something larger than themselves
- Risk-takers
- Sense of the future
- Spiritual values
- Sense of oneness with all living things
Reflection – page 6

- Key points to remember
- Questions
- Nurture your Edgewalker nature
- Nurture other Edgewalkers
Edgewalker Resources – page 7

- Edgewalker Websites
  - www.edgewalkers.org
  - www.spiritatwork.org
- Edgewalker Blog
- Edgewalker E-newsletter
- Edgewalker Workshops
  - Mallorca
  - Puerto Rico
  - Kona
Here's the crazy ones. The misfits. The rebels. The troublemakers. The round pegs in the square holes. The ones who see things differently. They're not are fond of rules. And they have no respect for status quo. Your can praise, disagree with them, quote them. Disbelieve, glorify them or vilify them. About the only thing you can't do is ignore them.

But they change things. They invent. They imagine. They heal. They explore. They create. They inspire. They push the human race forward. And while some may see them as the crazy ones, we see genius. Because the people who are crazy enough to think that they can change the world, are the ones that do.

-- Jack Kerouac, On the Road
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