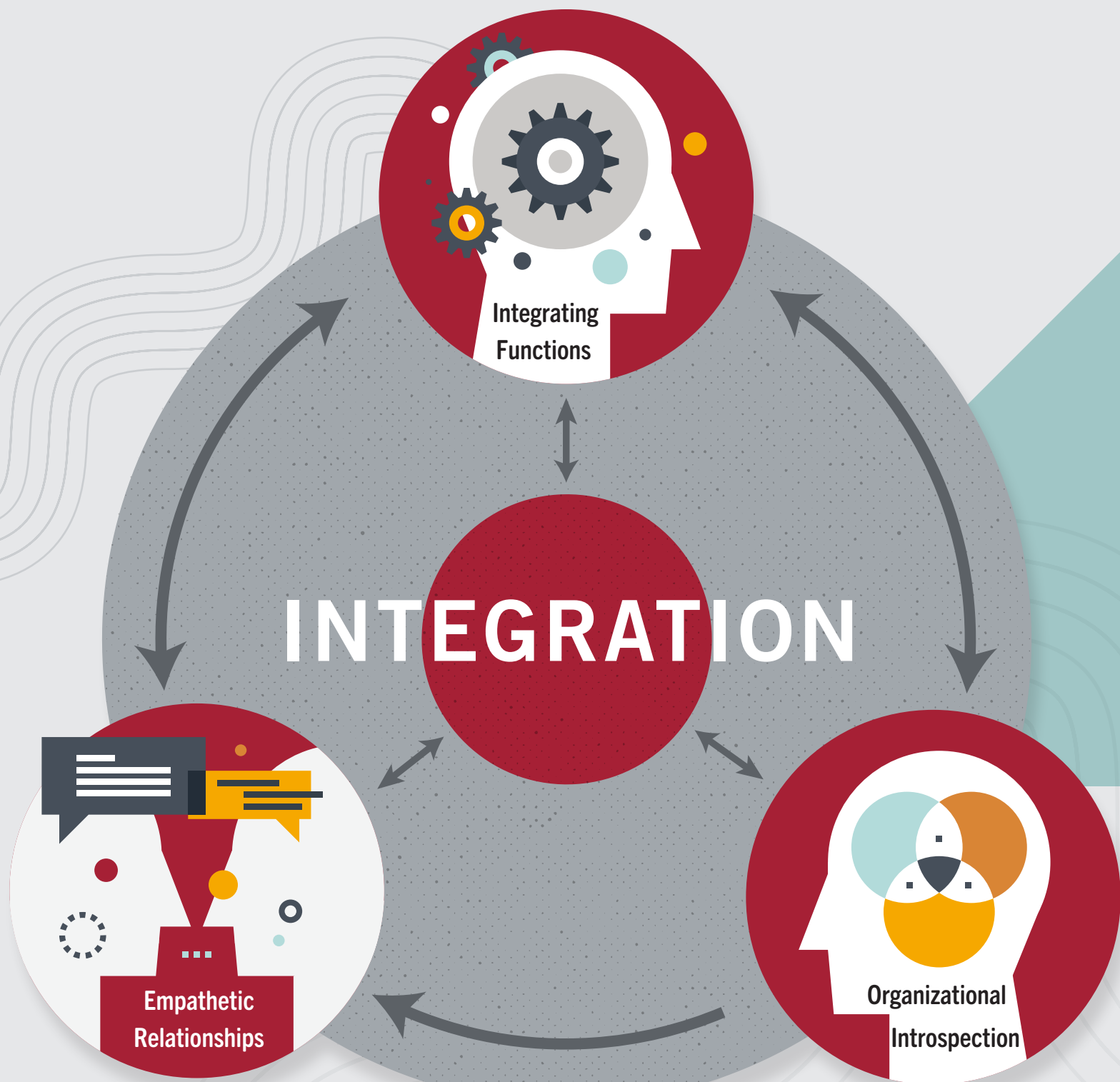


HEALTHY ORGANIZATIONS



HEALTHY CULTURE: One that is integrated; in which individuals can thrive and participate in supported relationships. Organizations, like other healthy complex systems, have the ability to perceive their internal state, to reflect on experiences, and encourage interconnectedness.



How organizations **interact**

Organizations should remain aware of their role in society and promote supportive relationships internally via:

- Cross-silo relationship development to nurture empathy, job rotations
- Conscious community building
- Narrative organizational integration to leverage personal stories to motivate ethical behavior



How organizations **function**

Organizations should coordinate up, down, and across different structures and stakeholder groups through:

- Ethical organizational reflexivity to create organization-wide frameworks for ethical decision-making
- Intentional horizontal connectivity that integrates silos
- Organizational coherence to tether to a defined mission and vision



How organizations **think about themselves**

Organizations should remain flexible, adaptable, coherent, energized, and stable by employing:

- Historical organizational integration to celebrate a shared history and desired legacy
- Ethical organizational reflection to promote regular self-assessment
- Temporal organization integration to acknowledge uncertainty and change

