

SEKEM



Integral Human, Organisational and Community Development

A Roadmap for SEKEM and Egypt for the 21st Century

13.9.2019

Integral Green Slovenia Conference 2018,
Kindergarten Slovenske Konjice, Poljcane

Dr. Maximilian Abouleish-Boes

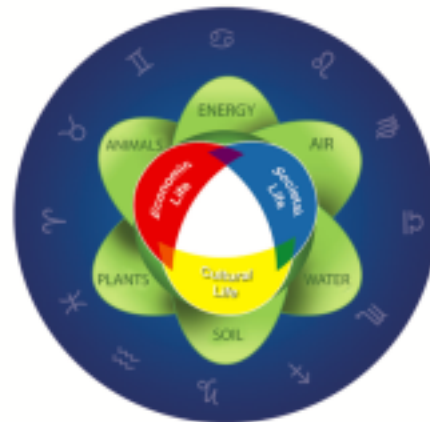
Setting the Scene

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- We are living in a VUCA world (Volatility, Uncertainty, Complexity and Ambiguity)
- Global challenges require a shift in consciousness
- Egypt facing systemic challenges
- Old structures cannot offer a solution
- The need for social innovations
- SEKEM as a social innovation in transition
- SEKEM has a strong Human Development legacy now in need for renewal



Abouleish (2005)



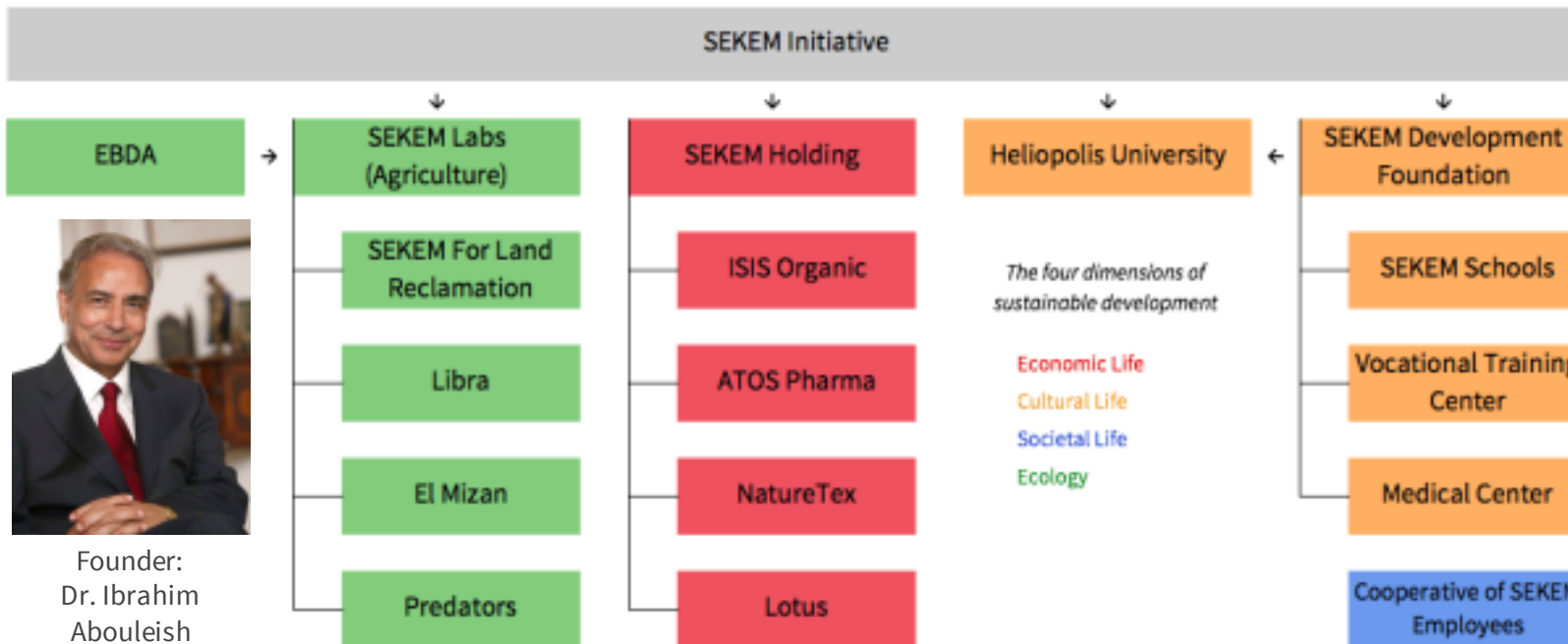
Goddess ISIS



Overview on SEKEM



Vision: Sustainable development towards a future where every human being can unfold his or her individual potential; where mankind is living together in social forms reflecting human dignity; and where all economic activity is conducted in accordance with ecological and ethical principles.



Founder:
Dr. Ibrahim
Abouleish
(1937-2017)

Facts & Figures

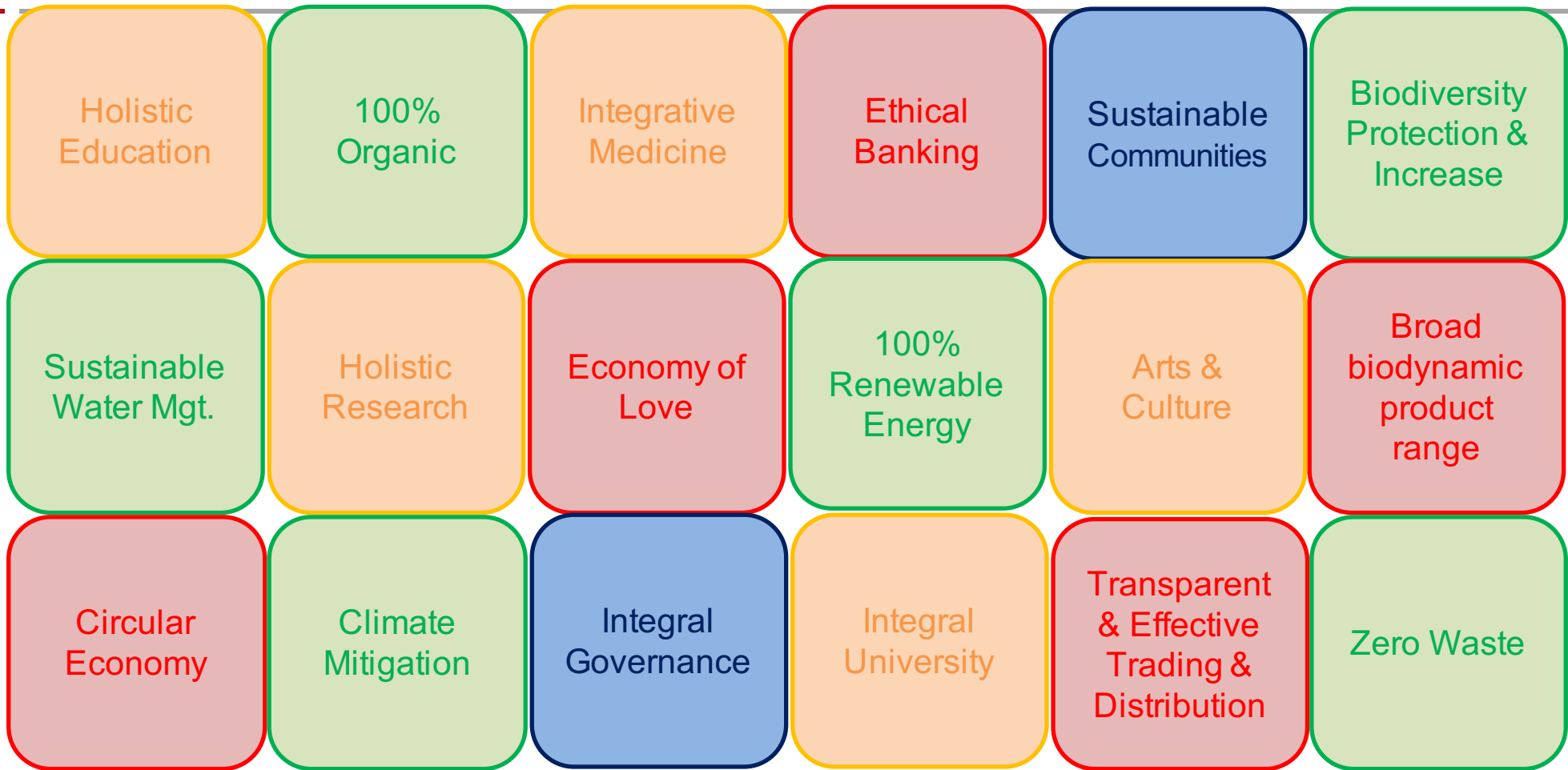
- Started in 1977
- Ca. Mio 25 EUR net sales (2017)
- In total ca. 2000 employees (2017)
- Working with more than 500 biodynamic farmers



For more info: www.sekem.com

SEKEM Vision 2057 was born in 2017

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Individual Development Always as the Core



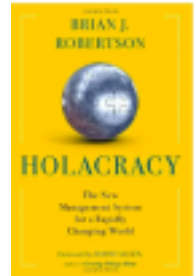
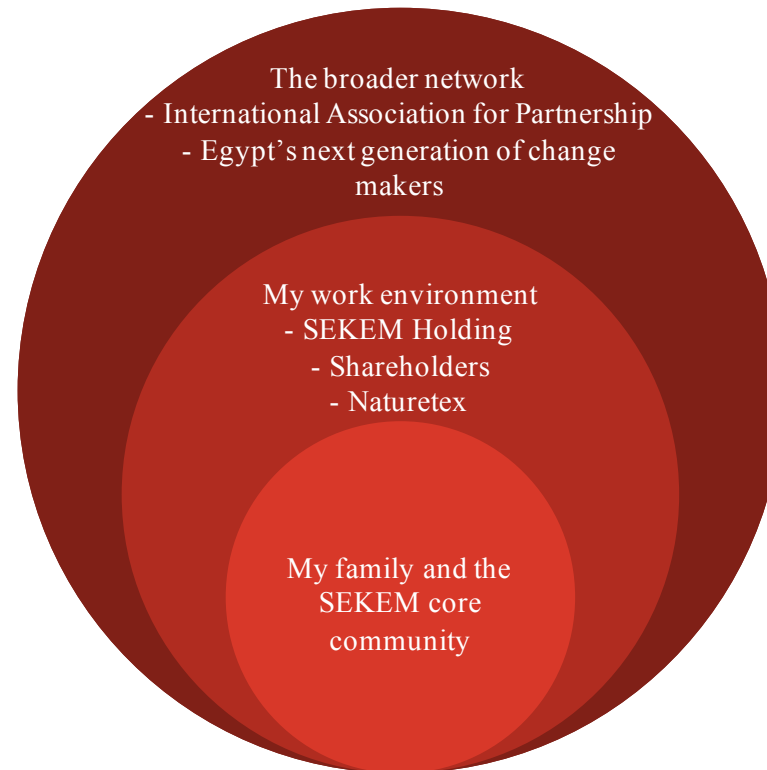
Originating Call Through Activating The SEKEM Community (CARE)

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- Through my work life I got to know SEKEM across its institutional ecosystem
- As an empathic listener I was hearing stories of issues at work and discussing solutions
- I used “Holacracy” as an entry door and wake-up call
- I engaged in concentric stakeholder circles of community activation



SEKEM core community members at the SEKEMsophia workshop in July 2017



“...to really transform an organization, we must (...) focus on upgrading the most foundational aspects of the way the organization functions.” Robertson (2015)



Co-researchers in action

**Social Innovation Driven Research
Researchers**
 (Trans4m Junior Fellows (Laurence Kaufmann, Claudius Baumer, Annina Hunziker, Anthony Dharan), Marieke Determann, Regina Hanel, Martina Dinkel, Daniel Baumgartner, Thomas Abouleish, Selma Abouleish, Alexander Capistran, ...)



Lessem (2017a)

**Awakening Integral Consciousness
Catalysts**
 (direct: Trans4m, Hans Werner, Bruno Sandkühler, Magdalena Kloibhofer, Sam Rima, Mohamed El Mongy, indirect: Brian Robertson, Frederic Laloux, Don Beck and Christopher Cohan, Rudolf Steiner, ...)

**Embodiment of Transformation
Facilitators**
 (Helmy Abouleish, SEKEM Future Council, SEKEM Managers, Ahmed Youssry, Soraya Abouleish, Sarah Abouleish, ...)



**Activating Community
Stewards**
 (Ibrahim Abouleish, Helmy Abouleish, SEKEM Future Council, ...)

This innovation ecosystem is the force that creates new development and social innovation, and hence supports the vitality of SEKEM.

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Establishing an innovation ecosystem at SEKEM for Awakening Integral Consciousness (CARE)



Heliopolis University staff together with Ibrahim Abouleish at HU's Social Innovation Day

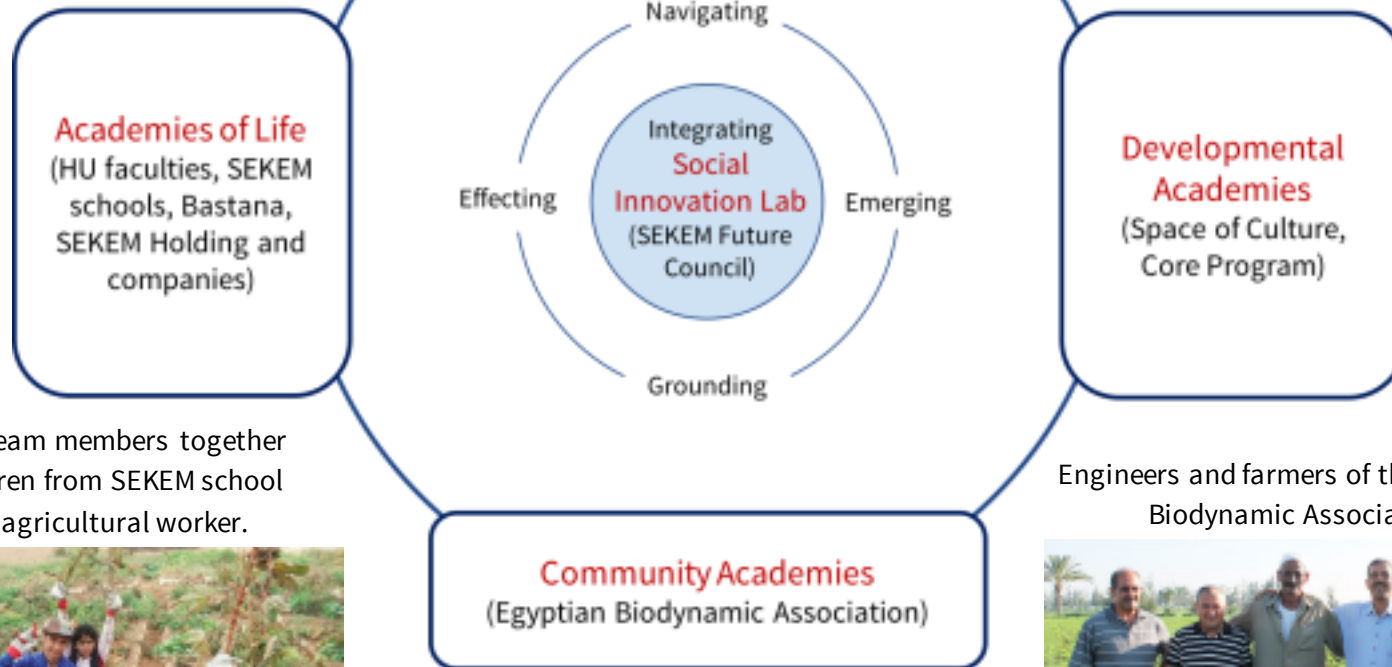


Austrian band at Heliopolis University Space of Cultures

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Institutionalising Social Innovation Driven Research at SEKEM

(CARE)



Bastana team members together with children from SEKEM school and an agricultural worker.



Engineers and farmers of the Egyptian Biodynamic Association



Lessem (2017c)

Individual Contribution to Integral Human Development at SEKEM



Practical Knowledge: GTD trainings and implementation



GTD workshop at Atos Pharma

Experiential Knowledge: Storytelling with Individuals and teams

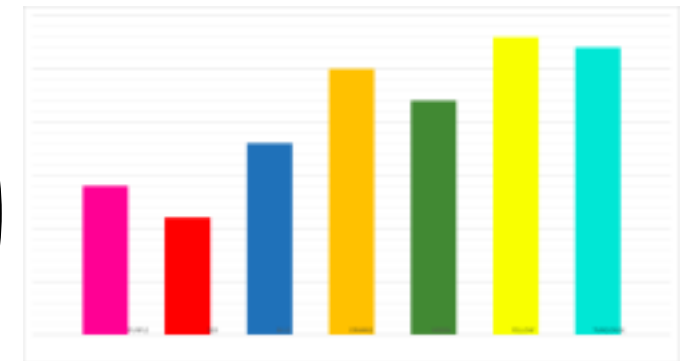


Cross-matching of Roles and Individuals.



People portraits on SEKEM's website:
<http://www.sekem.com/en/category/people-in-sekem/>

Propositional Knowledge: Core competency experiment with Bastana



Spiral Dynamic self-assessment profile

Imaginal Knowledge: Spiral Dynamics levels / strata assessment of people's cognitive capacity (time-horizon)

Collective Contribution to Integral Organisational Development at SEKEM



Practical Knowledge:
Holacracy implementation
across SEKEM

*Glasfrog
visualization of
SEKEM Holding
in Holacracy
System*



Experiential Knowledge: Community building
via sharing stories (external / internal)



Propositional Knowledge: Integral
Project Management (IMP)
experiment with Naturetex

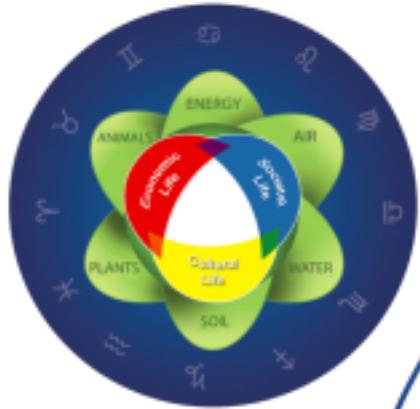


Eurythmy exercise at SEKEM Minya farm

Imaginal Knowledge: Consciousness
Evolution via Cultura Activa at work /
vision meetings



A scene of Qasida at SEKEM festival



Fostering the Cooperative of SEKEM Employees / exploring new cooperative working models / practicing Holacracy at work / co-creating healthy communities / engaging in community health via SEKEM hospital and health services (includes: establishing rights to access healthcare systems)



Abouleish (2005)

Establishment of SEKEM Development Foundation / Engaging in spiritual, artistic (music, theatre, movement art etc.), educational (kindergarten, schools, vocational training, university) and scientific (research centers, HIRO) activities



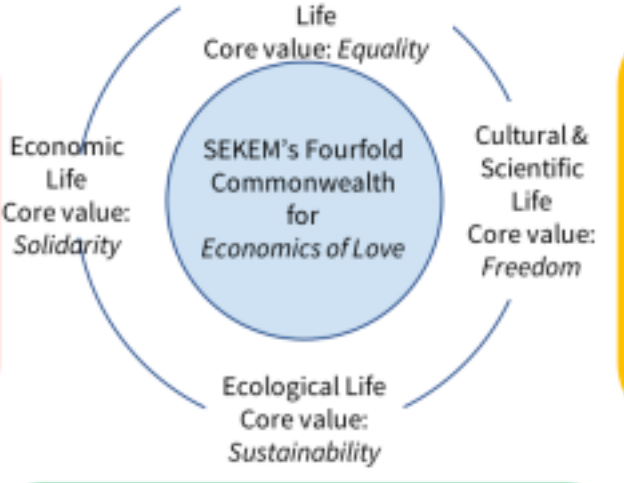
Steiner (1977)

Biodynamic agriculture (with EBDA) / restoring soil's fertility / raising environmental awareness / applying and interconnected, ecological perspective incl. soil, water, air, energy, animals and plants

Engaging in sustainable economic practice via SEKEM group of companies / developing solutions, providing services, and manufacturing a variety of products that meet the consumers' true needs



Lessem and Schieffer's (2010b)

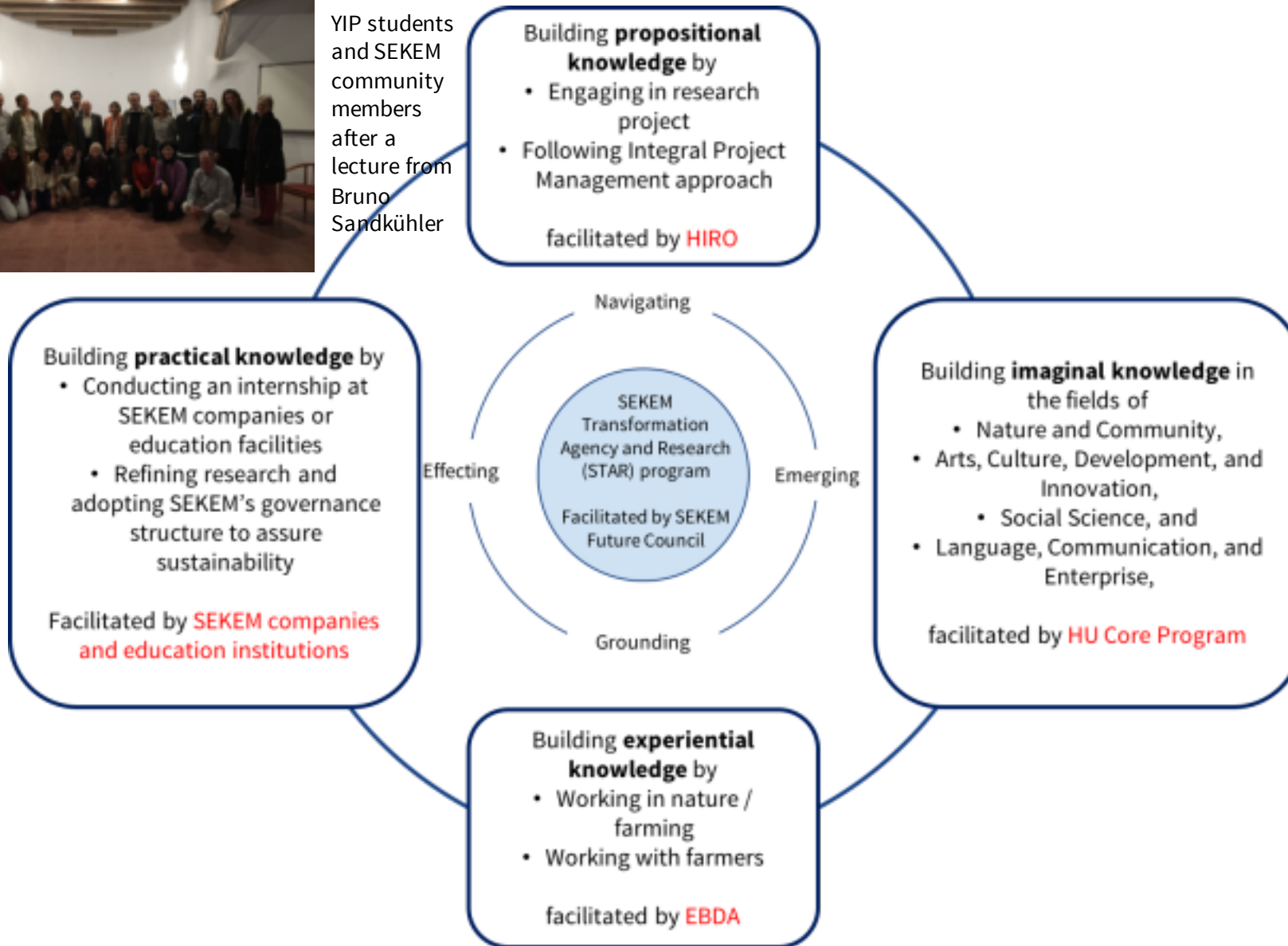


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Embodying of Transformation - Economics of Love (CARE)



YIP students and SEKEM community members after a lecture from Bruno Sandkühler



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Embodying of Transformation - Transformative Education with SEKEM (CARE)

1. Applying and adapting each of the Integral Human, Organizational and Development elements
2. Continuing action-reflection circles and building innovation ecosystems around SEKEM 2057 vision goals
3. Co-creating and exchanging knowledge with international partners (e.g. Integral Green Slovenia, Trans4m community, etc.) → Integral project-driven



From reclaiming desert land...



...towards reclaiming human potential and relationships.^{13/14}

Thank you very much for your attention!

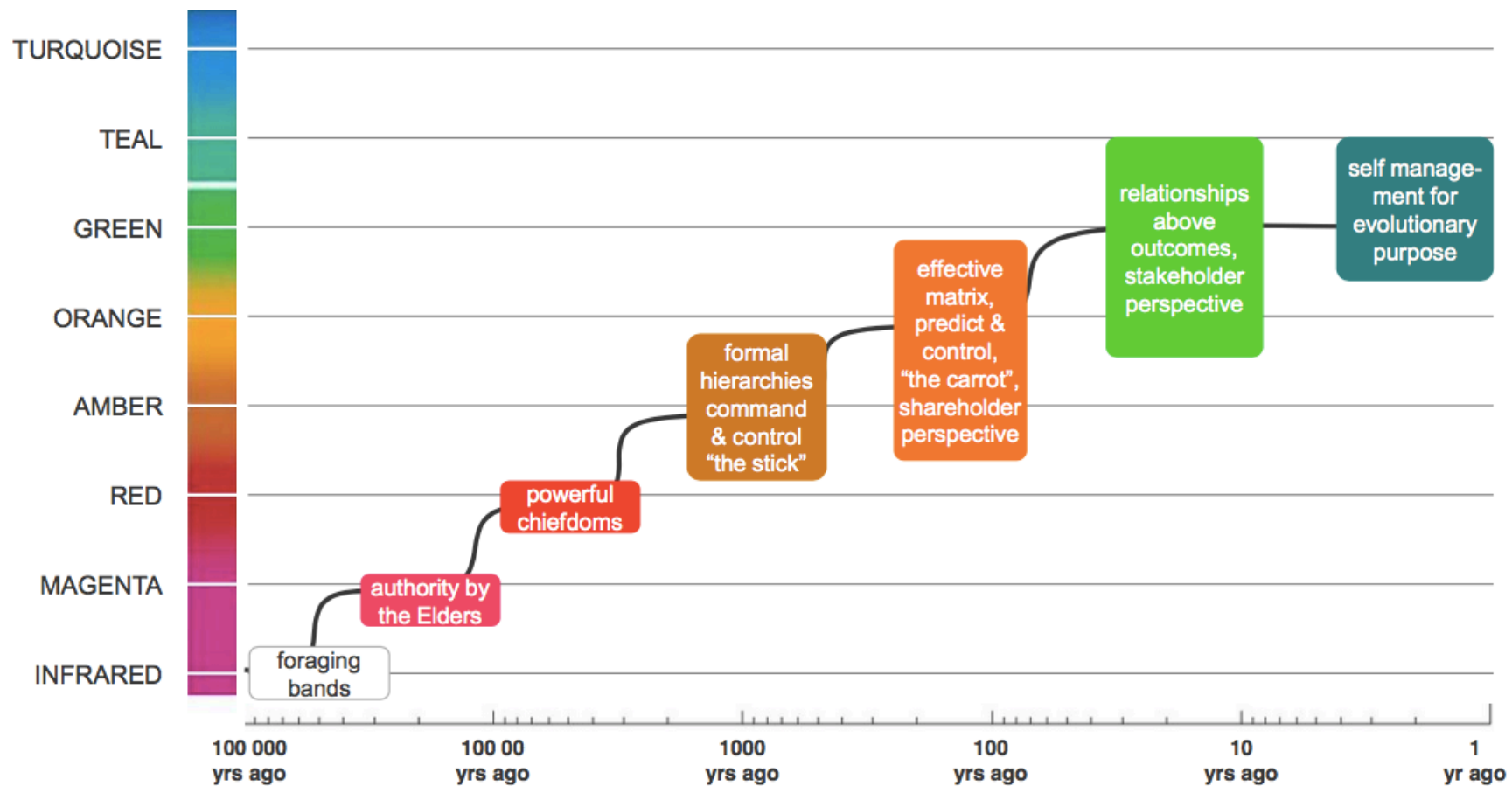


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Appendix

Levels of Consciousness and Organizational Structures

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Source: Frederic Laloux (2015)

Organizational Development Phases

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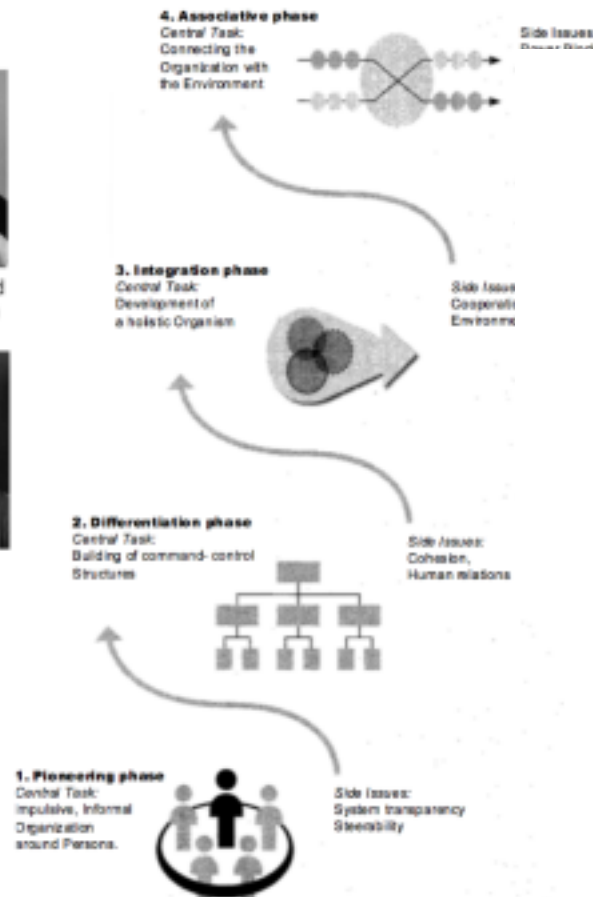
Glasl and Lievegoed (2014)



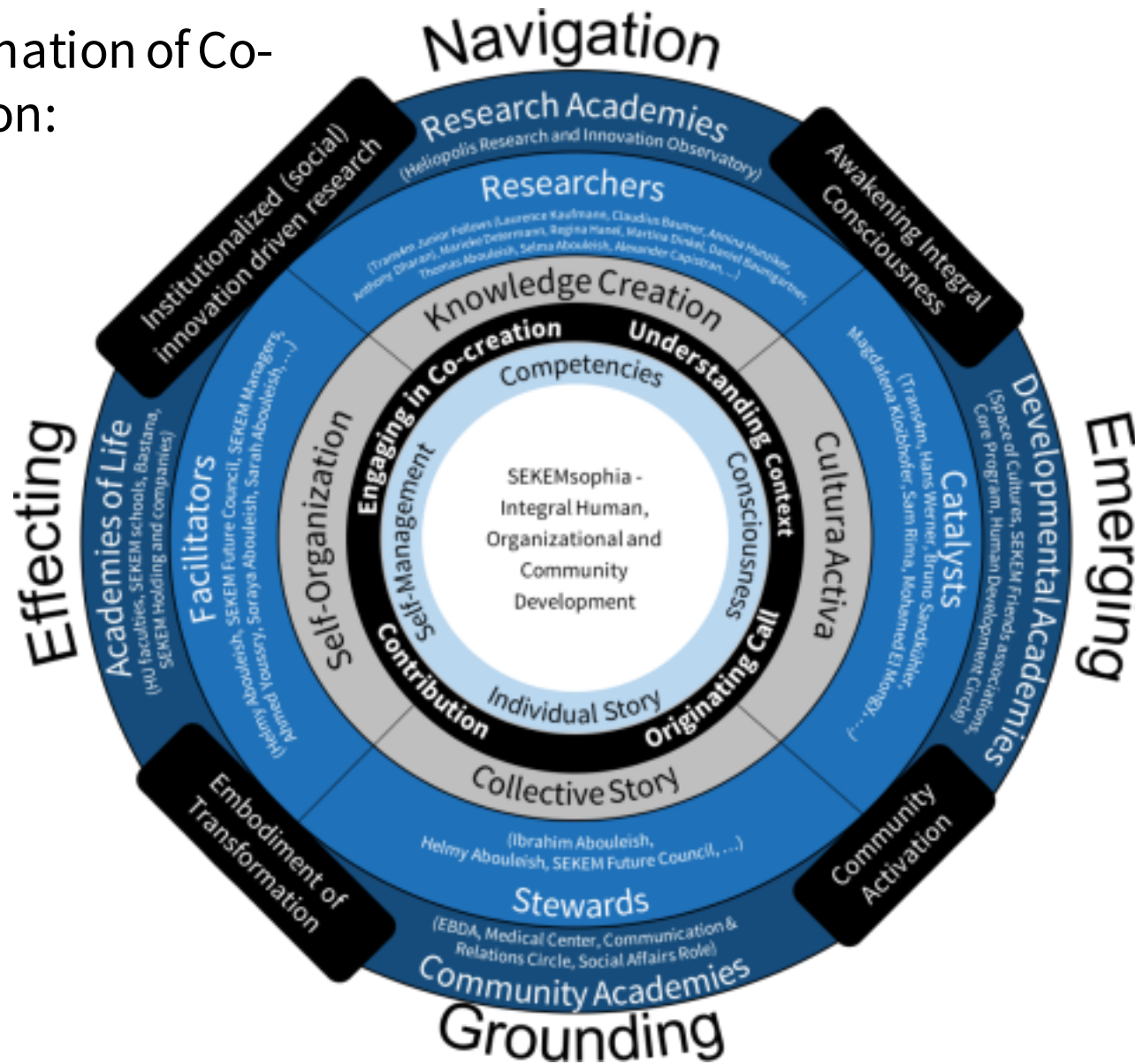
B. C. Lievegoed (1905 - 1992)



F. Glasl (1941-)



Culmination of Co-creation:



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Overview of the function and structure of SEKEM's approach to Integral Human, Organisational and Community Development