

The Ebb & Flow of Life

L6. How to make changes?



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Changes are Inevitable in life!



*How do I say goodbye, my only son?
Goodbye when all you ask to do is stay,
Goodbye when your short life had just begun,...
-- Collin Kelley --*

The Art of Life is a Balancing Act
of *Being* & *Doing*!

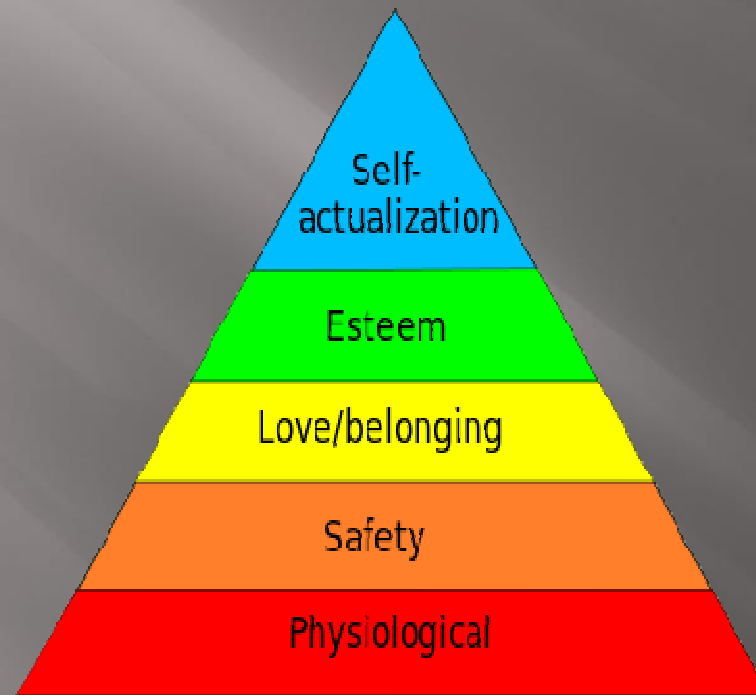


What's Success?

*Success is peace of mind
which is a direct result of
self-satisfaction in knowing
you did your best to become
the best that you are capable of becoming.*
-- John Wooden--

「成功是心靈的平靜，
自我滿意的直接結果，
當你知道已盡了全力，
做到了最佳的自我。」

Maslow's Hierarchy



Key Capabilities for the Journey of Life!

A Framework for Transformation



Tranquility: the ability to be at ease with oneself and hence fearless;

Clarity: the ability to see differently by connecting the dots;

Respect: the ability to get along with self and people, surrounding environment, and conditions;

Energizing: the ability to take action and inspire others to act in the same direction.

The Art of Being

“We are all one!”
-- The Buddha --

*“Truly recognize your own fault,
And don't discuss the faults of others.
Others' faults are just my own,
Being of one substance is great compassion.”*
-- The VM --

“Find yourself in the service of others!”
-- Gandhi --

A Framework for Transformation

Tranquility

⋮

Observing

Clarity

⋮

Sensing/Envision

Respect

⋮

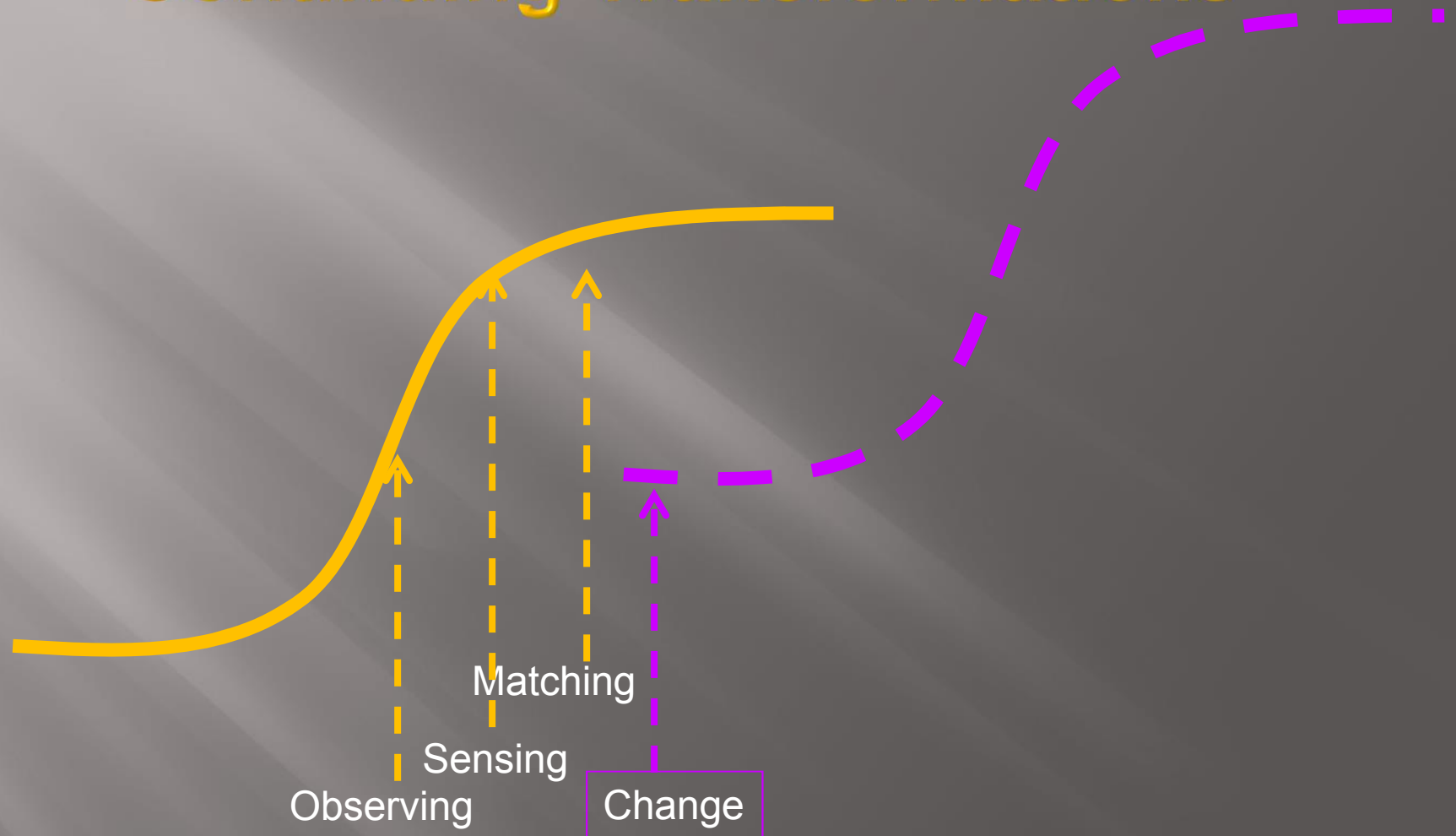
Matching/Strategy

Energizing

⋮

Execution/Change

The Double S-curve of Continuing Transformations



騰衝第一高職的故事



The Story of Teng Chong #1 VHS

1st visit in 2005

Observing:

School was founded on the vision that “everyone has opportunity to learn, and opportunity for a job” ;

Students were mostly from poor family around the region, Each teacher is responsible to recruit 5 students during the summer.

Sensing:

low self-esteem prevailed student body;

Many possible leverage points:

Founder was a war-hero who are well remembered;

Airport is about to open in 2-3 years;

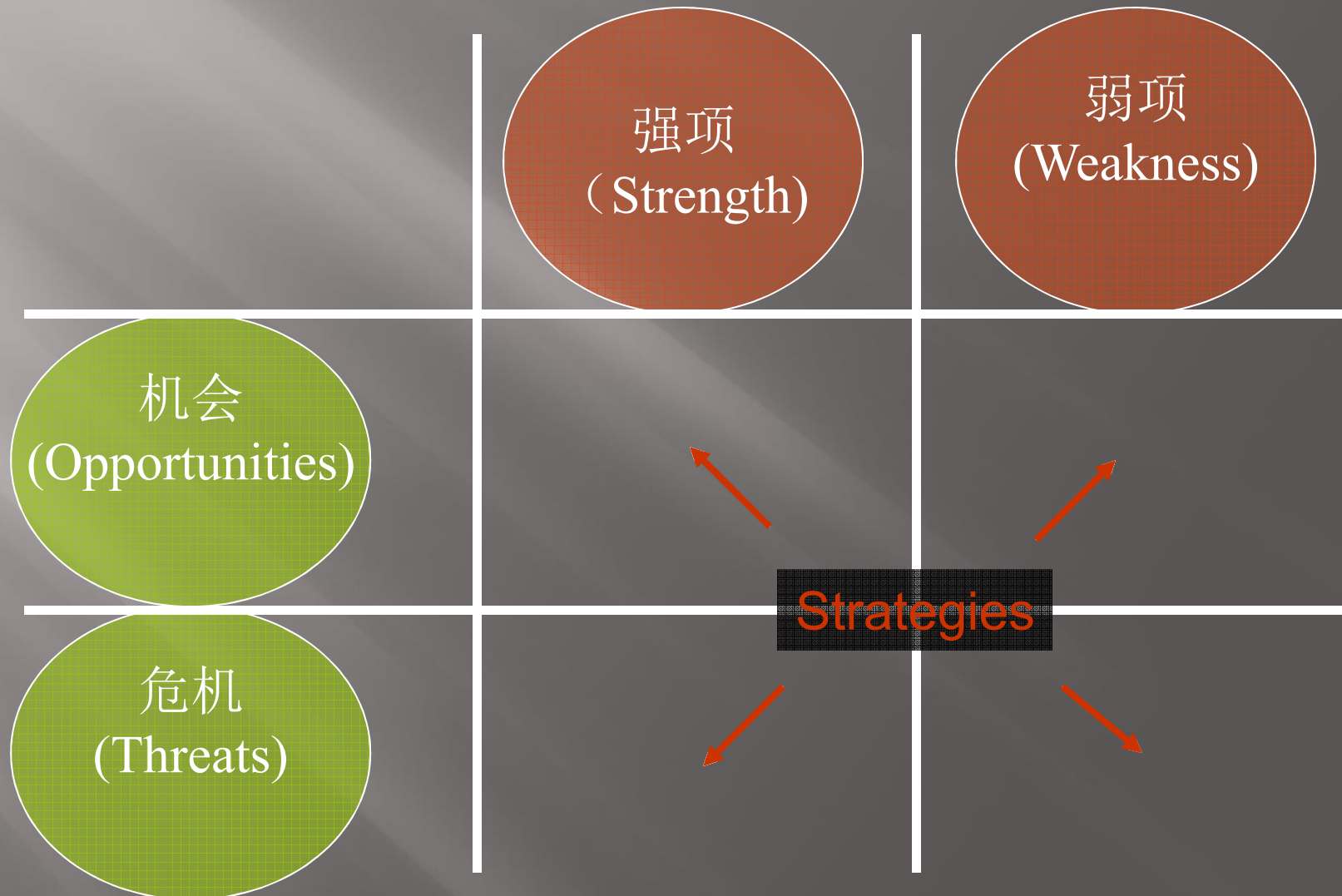
Tourism and trade will take off once airport opens;

Designated to be National Center for Anti-aggression;

Principal of the school was dedicated and experienced.



Matching *SWOT Analysis*



SWOT Analysis

Strength

- Founder was a war-hero;
- School has long history;

Weakness

- Low self-esteem prevailed student body;

Opportunity

- Airport is about to open in 2-3 years;
- Tourism and trade will take off once airport opens;
- Designated to be National Center for Anti-aggression;
- Principal of the school was dedicated and experienced.

- There will be great need for professionals as the City will expand rapidly;
- Need to find out about needs from industry;

- The ability to find Jobs will help to convince parents to let their children to attend vocational school;

Threat

- Neighboring regular high school provides keen competition;
- Could spiral downward.

- Partner with industries to develop students suitable for them;

- Needs to implement program to boost the self esteem of students;

The Story of Teng Chong #1 VHS

1st visit in 2005

Goal for renewal/Strategy:

Decided to change the culture by establishing “General Yeh “Innovation awards” in order to enhance the students’ self-esteem:

Facilitating Change:

All students must participate with teacher guidance;
Teacher will also receive award if his/her student team wins;

Won many provincial as well as national innovation awards & patents.

The 6th Innovation Award Ceremony

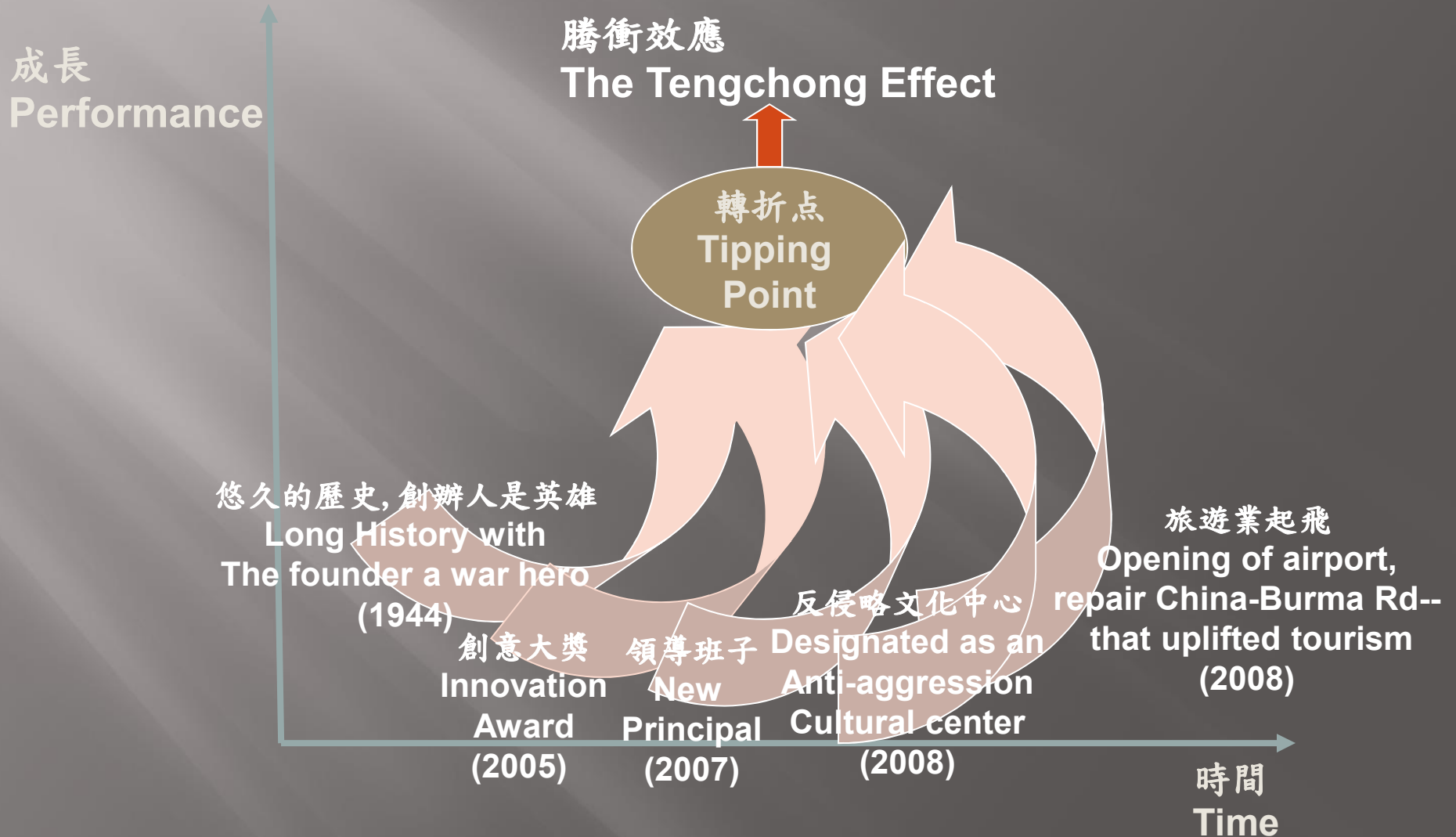


Results after 6 years (2005-2011)

1. Became the only county-level VHS to reach top 500 model VHS, among more than 20,000 VHS in China
2. Students' confidence went up dramatically in 6 years
3. Job fulfillment more than 98% with industry bidding for the students of this VHS
4. Attracted more than 110 million RMB investment from national and provincial agencies as well as World Bank (the cost for innovation awards is less than 100,000 RMB) over 6 years period
5. Student population doubled to more than 6,000 and expect to reach 10,000 in 4 years.

The Tipping Point

Leveraging the many forces in our relationships



The Story of Teng Chong #1 VHS

Next Step?

Vision:

Upgrading the school from a VHS to a vocational college.

Strategy:

Incorporate *leadership capability* as core make ups of the graduates in addition to *innovation experience*

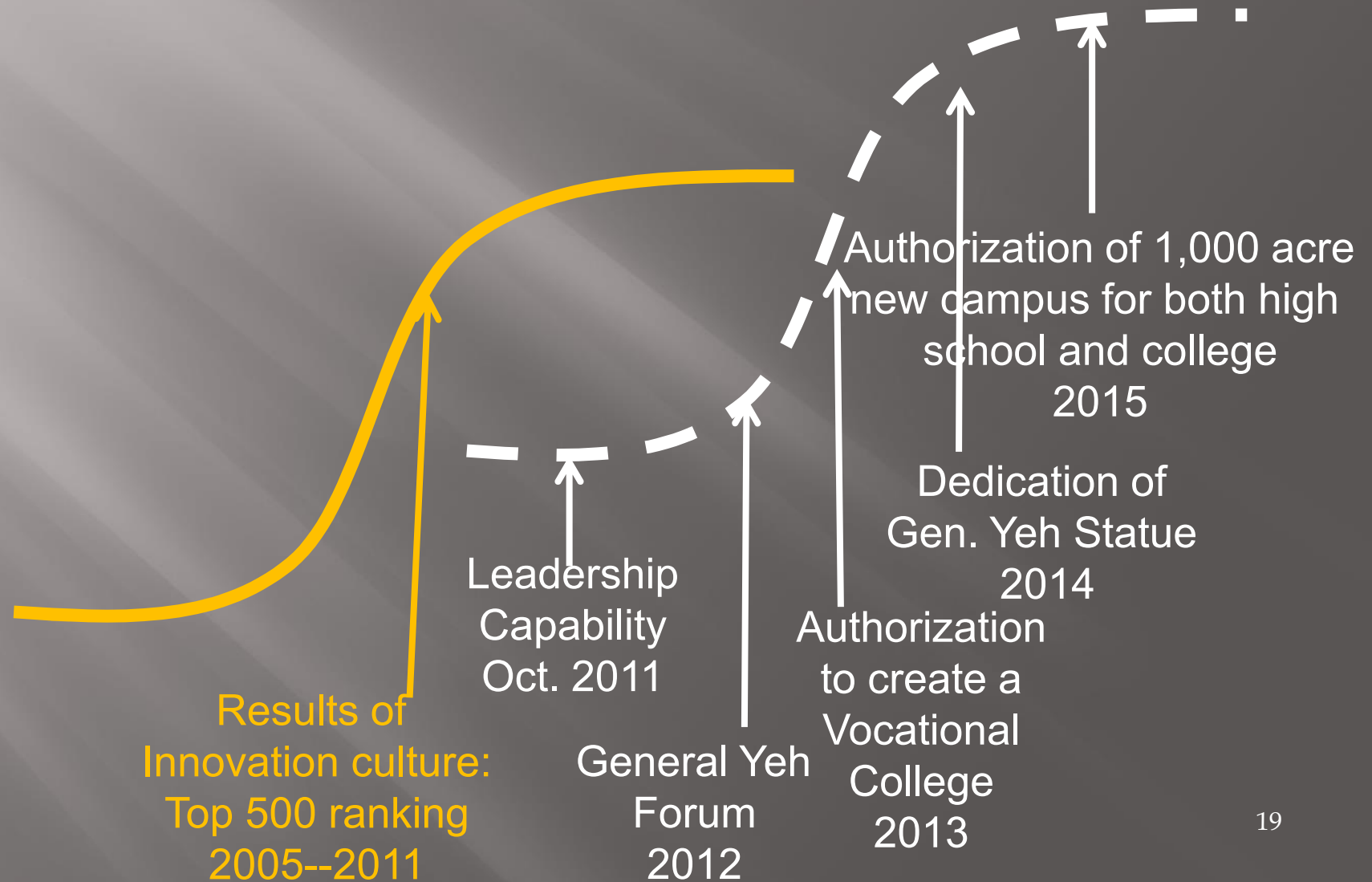
1st step :

Develop leadership capability in teachers



The Story of Teng Chong #1 VHS

Finding the next S-curve

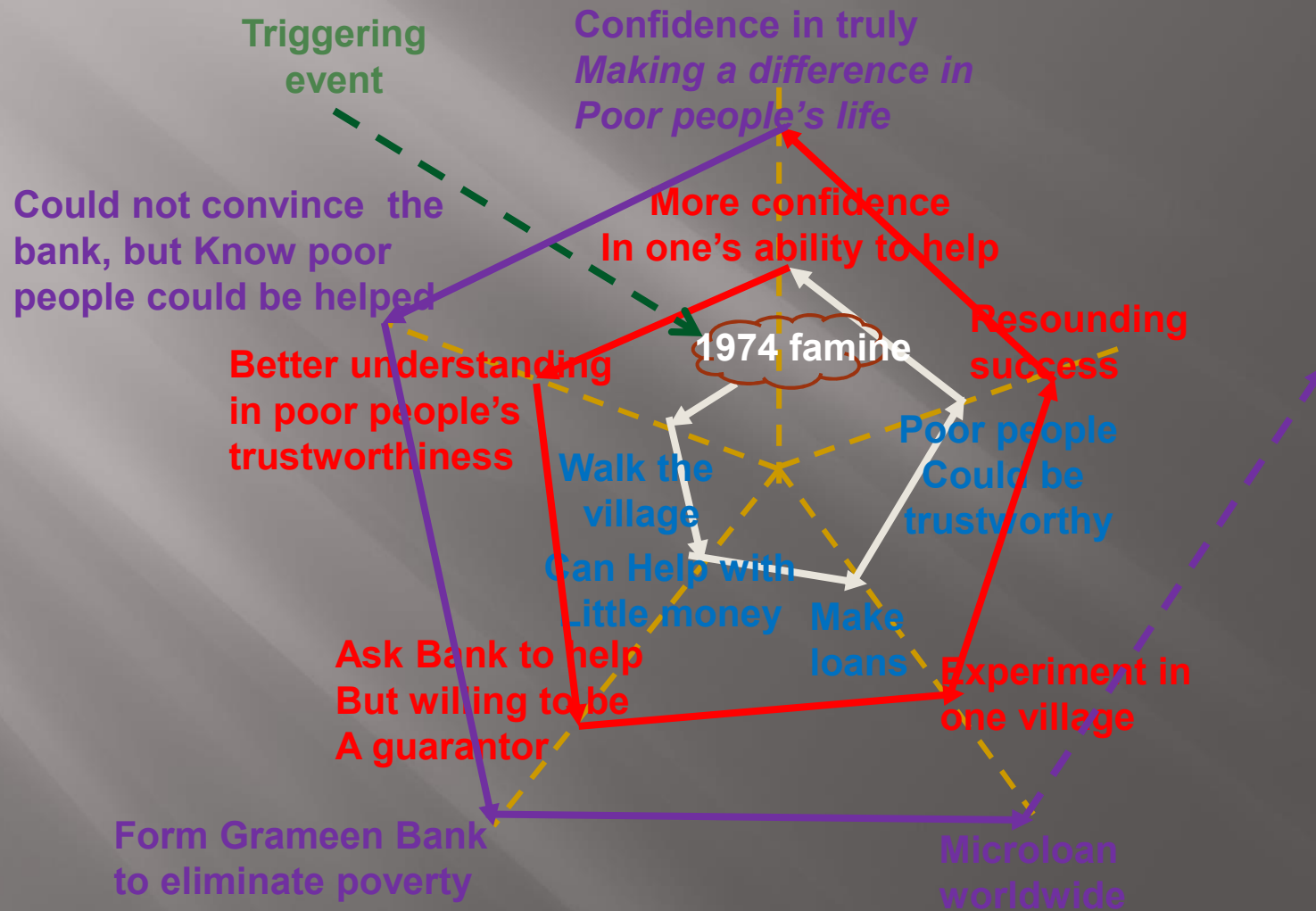


The Voice of a distant leader continues
to touch his families and all members of
his school!



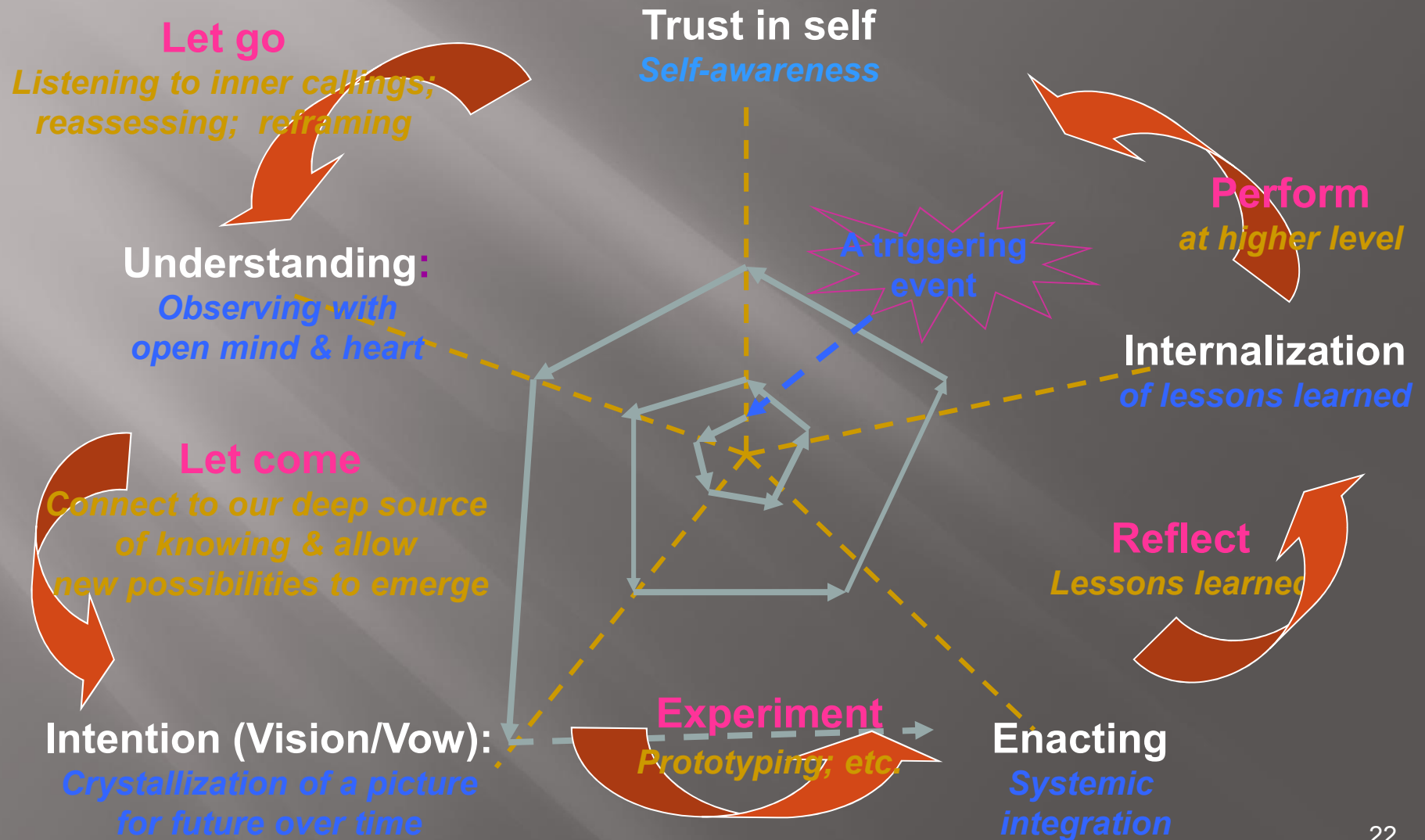
There is no Boundary in Service

Journey of Prof. Yunus



A Spiral Model of Life Journey

via 5 Continuous Movements



The Art of Life is also a Journey of Accompaniment

--The Whole Person Concept --

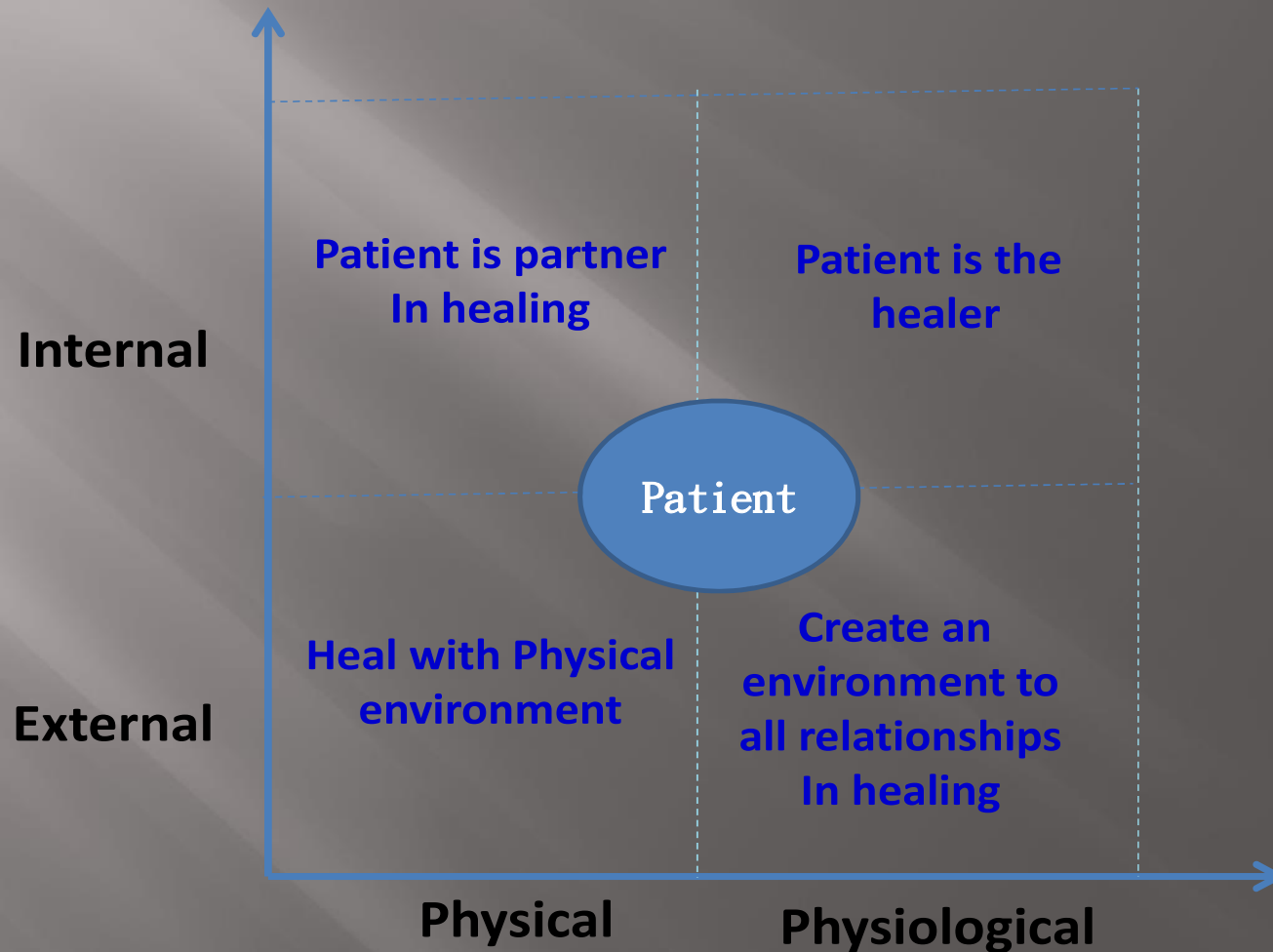
- Graceful aging;
- SWA (Herb Kelleher);
- Inepar (Atilano Sobrinho – Quero/Quero);
- To treat the whole individual!) North Hawaii Community Hospital (Earl Baken)

North Hawaii Community Hospital (NHCH)



Our vision is to treat the whole individual
– body, mind and Spirit –
through a team approach to patient-centered care,
and ultimately to become
the most healing hospital in the world!

A Holistic Model for Healing



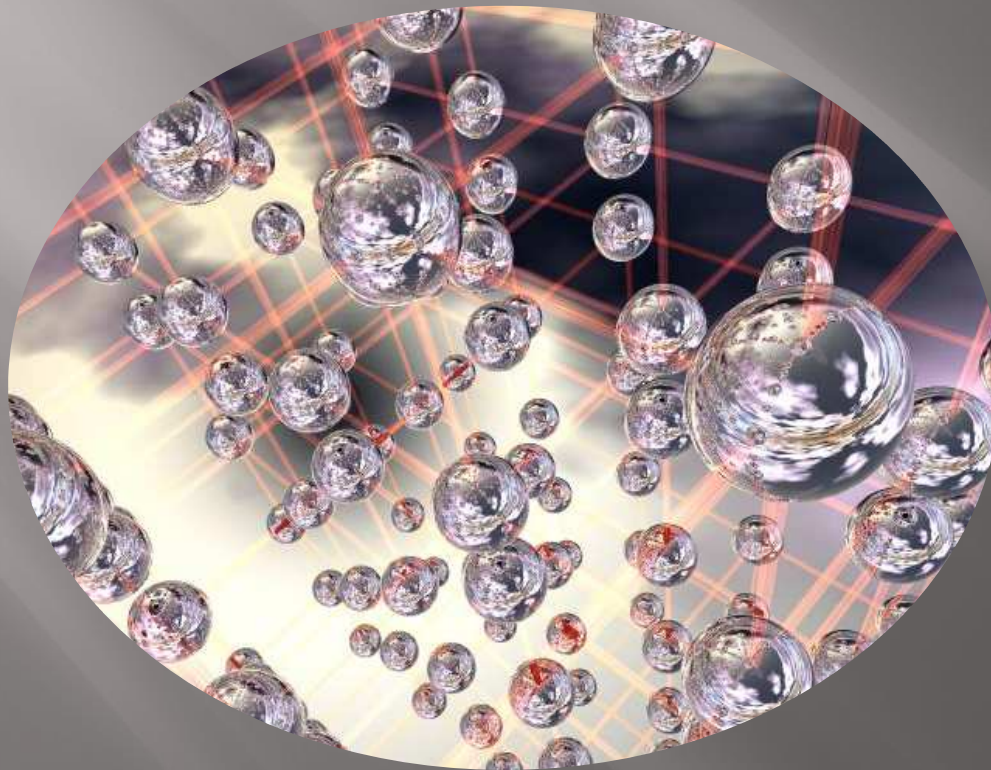
Being Whole

-- *The Concept of Deep Ecology* --

We are all part of the natural environment, with many ecological communities bound together in a network of interdependences.

Accompaniment establishes an “eco-ethical” standard for all of us such that we must be aware and take responsibility for our actions

The Indra Net Effect



Each Jewel (or particular entity, or event, including each person) ultimately reflect and expresses the radiance of the entire Net

All of totality can be seen In each of its part. So, Indra's Net represents both the non-obstruction of principle and Specifics, as well as among specifics

Life is a Journey!

(Intention)

West wind howling, green trees dying,
Quietly last night, a new season begins;
On the tall loft, I alone surmise,
Dreaming of you.

昨夜西风凋碧树
独上高楼
望尽天涯路

(Attention)

Clothes too loose for wear,
Yet I have no regrets;
Body withered and frail,
But for you I won't fail or yield.

衣带渐宽终不悔
为伊消得人憔悴

(Surrender)

I search for *the way*,
Through a thousand crowds and towns;
Suddenly, hanging loose and looking
around,
You were in my shadow all along!

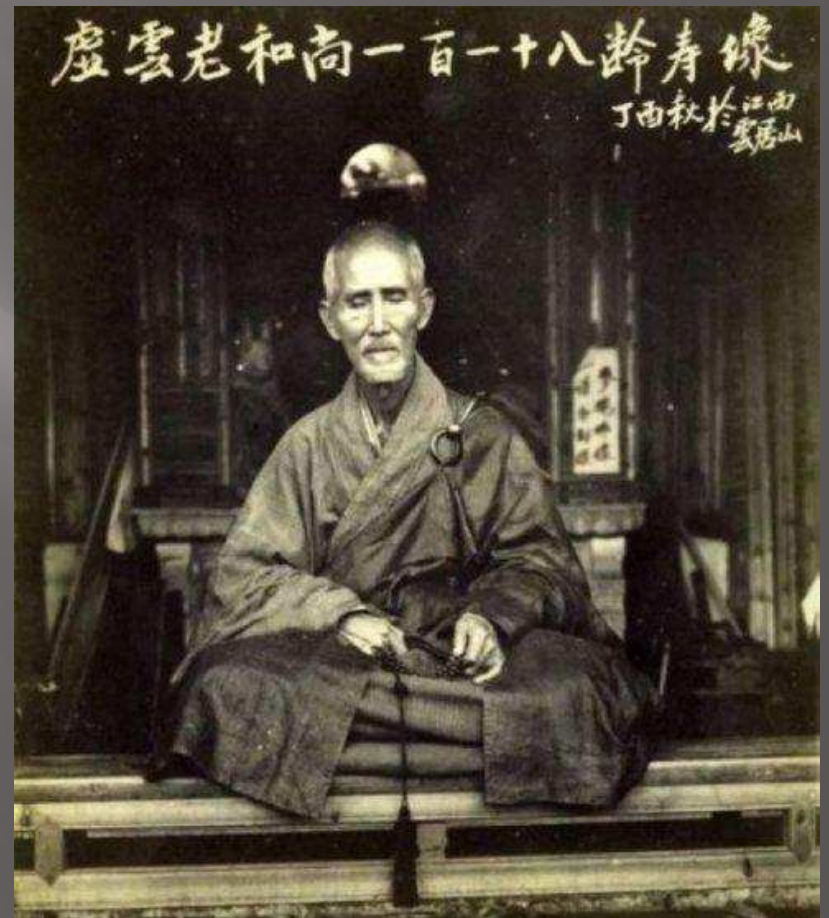
众里寻他千百度
蓦然回首
那人却在灯火阑珊处

《人间词话》
王国维

Are You at Ease?

你自在嗎？

千峰頂上一間屋，
老僧半間雲半間。
晚夜雲隨風雨去，
到頭不似老僧閒。



Q & A?