

What is a Personal Growth Culture?

"PMP worked with our organization to facilitate a productive and positive change process as we worked in a short window of time, to install a new electronic software system for our medical record and its interface with , managed care and financial system functions . The strategies they used with us, elevated our new software implementation task to more than just another new technology installation burden, to one of a personal connection for each user with the vision and mission of our organization."

Sandra Lindsey, CEO,
Saginaw County Community Mental Health
Authority, Saginaw, MI

An organization, by nature, is a group of people *organized* to fulfill a common purpose. Therefore any effort to expand an organization's ability to excel must focus on personal growth for each individual.

We live in an age where technology is advancing at such a rapid rate that keeping up with it is a daunting task for even the most intelligent, and innovative. The resulting acceleration in the pace of change in our society and our economy makes obsolete the knowledge, methods and viewpoints that were so effective just a few years ago.

Evidence of this can be seen in the level of stress that we all exhibit trying to keep up with the pace of everyday life. Many of us feel insecure in our jobs, as well we should, our organizations themselves are being rendered obsolete at an unprecedented pace.

If we don't address this issue, the pace of our own obsolescence will result in organizational obsolescence. In order to address the issue, we must be clear about what is at its core. The core issue is that we have not developed the ability to learn fast enough to keep pace. I don't just mean memorize or assimilate new knowledge, it is much more ingrained behaviorally than that. We need to redesign the way that we look at the world; to generate new mental models, new viewpoints and approaches. And we must develop this ability to evolve those views continuously.

Human beings are really quite remarkable in our ability to learn. We develop *unconscious competencies*; things that we are so competent at, that we know longer have to consciously think about how to do them. The most obvious



and often used example of this is learning to ride a bike. One has to be very conscious about figuring out how to balance the bike, spin the pedals and steer the bike...until you master it. At which point it all seems to flow without thinking. This happens with our ability to drive, use a computer, and use whatever skill you have honed in your profession. And the unconscious motivations that drive our behavior; the need to take control, strive for perfection, be interactive or stabilize situations... are just as automatic. ***The automatic relegation of learned viewpoints and behaviors to an unconscious level, for easy access is a huge strength... but it is also a huge limitation.*** As soon as learned behaviors and motivations become unconscious we become constrained by the fact that we do not consciously choose them, it is as if they choose us. *We get stuck in*

past based viewpoints and behaviors and can't access a different option.

Creating learning organizations; utilizing a personal growth culture is one way to address this need. ***PERSONAL GROWTH IS THE LEARNED ABILITY TO IDENTIFY OUTMODED OR INEFFECTIVE VIEWPOINTS AND BEHAVIORS, AND DEVELOP NEW WAYS OF BEING, OUTSIDE OF ONE'S COMFORT ZONE.*** Leaders who are focused on the personal growth of their people, must utilize a whole host of new tools and skills. They must become adept at inspiring people see a greater purpose in life, and work. They must use accountability as a tool to support peoples potential, and they must help people be open to and seek differing opinions and perspectives outside their past experience. ***In a personal growth culture, people at all levels take initiative and are willing to accept the temporary discomfort of change. Team members come together to generate innovative approaches outside their comfort zone to address issues or challenges facing the organization; responding to funding cuts, improving productivity, leadership succession, utilizing HIT, integrating primary and behavioral care, creating a patient centered medical home...***

Personal Mastery Programs

Transforming Organizations Through Personal Growth

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