

Corporate Programs for Cultural, Strategic, & Organizational Transformation

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Gradually, more and more people are coming to understand that the necessary transformation of our institutions of business, education, and governance, and the larger systems of which they are a part, is inseparable from the transformation of personal awareness and intention. Serious commitment to this inner and outer work was rare even a decade or two ago. Today, it is becoming an important and hopeful sign that we are beginning an era of real change.

In my assessment, the transformation of personal awareness and intention is 'the work of our time'. Yasuhiko told me of his awakening to this need in his twenties (in the 1980s) while studying in India as a young Buddhist priest. He realized that this was no longer the age of individual cultivation; it is the age of collective cultivation. For those who share my sense that transformation really matters, I invite you to work and study with Yasuhiko as well as to read his essays and books.

— Peter Senge, Ph.D., MIT and The Society for Organizational Learning, 2009

Each corporate program that Yasuhiko Genku Kimura offers is a proprietary program, customized to the special need and intent of the organization based on the culture, people, and level of development as well as on the industry to which it belongs. The following are major samples that highlight the unique features of Vision-In-Action corporate consulting programs.

1. Alignment Beyond Agreement: A Program for the Development of the Culture of Alignment

A comprehensive proprietary program designed to create the culture and system of alignment, fostering mutual trust and respect, and efficient and effective communication within the organization, that enables the organization to powerfully achieve strategic objectives and intent. (Please see the brochure attached.)

2. Communication as a System: A Program for the Development of the System of Ultraefficient Communication

As in war, so is in business, the competence in logistics determines its success or failure. Communication is the primary logistics of business operations. This program employs the concept of communication as a system that is different from the existing paradigms for the purpose of creating a system (and culture) of ultraefficient communication.

Technology of Communication

- Communication is an extra-perceptual system emergent outside your direct experience.

- Communication is a system in which *information* becomes transformed to *understanding* through speaking and listening.
- Humans participate in communication while "only communication can communicate (Niklas Luhmann)."
- Communication, not people, is the basic unit of society or organization.
- "Information is a difference that makes a difference (Gregory Bateson)."
- Understanding is the difference made and assimilated through listening.
- Both information and understanding are selections made in the emergence of communication as a system, and therefore they are systemic phenomena.

Morals of Communication

Be kind to the listener while you speak. Be generous to the speaker while you listen. This is the human developmental dimension of communication, which positively changes the culture of the organization, fostering not only kindness and generosity but also trust and respect.

Consciousness of Communication

To become a good communicator means that people develop the awareness of the whole system that is communication, which in turn means to become the observer of the whole. This is another dimension of human development – consciousness expansion and elevation – through which people become less self-centered and more aware of and attentive to the whole.

Practice of Communication

The program is experiential as well as conceptual. There are series of experiments in communication through which the participants experience communication in an entirely new way.

3. High-Tech/High-Wisdom Leadership

Developed, in part, from the lecture given at the Seventh Annual MIT Sloan Leadership Conference, 2006, the High-Tech/High-Wisdom Leadership program is designed for the leadership echelon of organizations or industries or society to develop a new kind of high-level wisdom, intelligence, and vision.

Giving money and power to government is like giving whiskey and car keys to teenage boys. – P. J. O'Rourke

What money and power to government or what whiskey and car keys to teenage boys is what the AI/AGI and the advanced technology to unwise human beings. Wisdom and consciousness have not evolved in parallel with technologies and machines. Also, the kind of wisdom that we need today is different from the wisdom of the past. The wisdom of Socrates or Lao Tzu, or the Buddha or the Christ, probably is not sufficient for the 21st century.

Today leaders of private and public organizations, especially of high-tech companies, to be responsible, are tasked with the work of creatively developing a new kind of high-level wisdom, intelligence, and vision with which to guide the advancement of technoscience, the development of organizations, and the evolution of culture and society.

The program utilizes the proprietary **Triformal Learning Model™**, designed to simultaneously and synergistically increase intellectual (rational), intuitive, imaginative, and spiritual intelligences. Wisdom emerges as the result of an integration of all of these intelligences.

Wisdom has significantly more to do with your ability to ask questions than with your ability to provide answers. The wise opens up a space, a clearing, for a new quest, new inquiry, new creation. The wisest is the one who is able to ask a question never asked before by anyone and thereby creates a new possibility into which a new future unfolds.

During this program, the participants are assigned books to read (philosophy, spirituality, science, and technology) and individualized meditation to practice, while in the classroom sessions, challenged by Zen Koan-like questions in a Socratic Dialogue-style interactive conversations.

Wisdom is that intelligence which emerges when knowledge is held in the heart of wonderment where the eternal quest quickens. Wisdom is that intelligence with which what is known is enlivened by the unknown and enlightened by the unknowable. Wisdom is that intelligence which is the transcendental consilience, or the coincidence of opposites (coincidentia oppositorum), forming the cosmic conscience (con-science) that transcends paradoxes.

— Yasuhiko Genku Kimura, “Technology, Art, Science of Homo Deus”

4. Passion, Vision, & Creativity: A Program for Developing Authentic Leadership

This program is designed for young entrepreneurs and business executives in their late 20s to early 40s and offered in a group setting.

The advent of the age of globalization shifts the value and the stakes of what it means to be an authentic leader from being the ‘number one’ to the ‘only one’, in terms of not monopoly but singularity. Today to be an authentic leader means that you are so uniquely alone and singular in substance and brand that you (and your company) essentially have no competition.

Genius is self-bestowed; mediocrity is self-inflicted. — Walter Russell

In this Information Age no individual or business has an advantage over others in terms of information. It is your ability to think creatively and innovatively that separates the great from the average. What is required is to bestow genius within. And self-bestowing genius within requires that you discover your passion and awaken to your vision.

Your authentic passion and vision are not something you *have* but who and what you *are*. Therefore, the process of discovering your passion and awakening to your vision is the process of knowing and being yourself. The secret of self-bestowing genius is to do what you love to do on the basis of real knowledge of yourself.

In this interactive program, the following subjects are rigorously examined and experientially developed:

- Authentic Leadership of the 21st century
- Authentic, creative, innovative thinking
- Passion that you are
- Vision that you are
- Character of a leader

- Synergy: from individual genius to group 'synergenius'
- The secret of how to remain creative.

5. Authentic Thinking for Creative Evolution

Authentic Thinking for Creative Evolution is a course designed to develop your capacity for Authentic Thinking – the mode of creative thinking that intentionally arises from the ground of your being and integrates the cognitive, affective, and conative functions of your consciousness – so that you become the master of your own creative evolution.

Through your participation in Authentic Thinking for Creative Evolution, you will fully realize that you are a singular cosmic destiny, and that you are a uniquely significant leading-edge of cosmic evolution.

Your evolution as a human being is a cosmic process and has an impact on the evolution of the field of consciousness which is resonant with the field of cosmic evolution. Thus, you become an authentic leader of humanity, enlightening the world with your own unique expression of cosmic humanity.

ATCE consists of 12 progressively deepening and expanding full-day seminars involving an in- depth study of the self and the universe from the evolutionary perspective. The participant is required to study classical and modern texts of philosophy, spirituality, science, and complexity and systems theories.

The results of your participation in ATCE include:

- Heightened ability for authentic thinking, leading to creative conscious self-evolution
- Heightened self-awareness and self-knowledge, leading to greater integrity and inner peace
- Heightened ability to live your life in accordance with your vision, passion, and genius
- Higher integral knowledge of the self and the universe
- Greater development of your career, profession, or business

The course is for a group of entrepreneurs and business executives who are committed to their own self-development and evolution. The course is also offered as a deep transformational learning curriculum that contains all five disciplines of the Learning Organization described by Peter Senge in *The Fifth Discipline*.

The creativity of the cosmos has created, among its infinite creations, human creativity, and this creativity is the essence of what it means to be human. This is the meaning, in the allegory of the Old Testament of mankind being "made in the image of God." When we realize this momentous truth, we also realize that fundamental cosmic laws and human moral principles become unified within a higher holistic perspective. – Yasuhiko Genku Kimura

6. Consulting Fees and Terms of Engagement

All programs are customized to the company or the group, including the programs described above.

The duration of the program will be determined at the beginning of the engagement based on the intended result and the constitution of the participants.

The price will be determined based on the nature of the engagement.