

The Source of Innovation: Empathy, Gifts, & the 10 Principles

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innovation?

pornography

we know it when we see it

after the fact

new stuff

good

how?

be prepared to fail

prepare to be
misunderstood

what does this require?

3 eras

1. the machine

2. knowledge flows

3. empathy

“If organizations existed in the execution era to create scale and in the expertise era to provide advanced services, today many are looking to organizations to create complete and meaningful experiences.”

People don't want a job.
They want a *calling*.

Everyone *already has* a
calling.

We need the *empathy* to
recognize people's *true gifts*,
and the *courage* to provide
them with *safe spaces* in
which to exercise them

3 assumptions

1. *everyone* has gifts

2. the greatest potential
for creativity leading to
innovation lies in
allowing people to
practice and hone their
gifts

3. people will not do this
unless they feel safe

Black Rock City, NV



The 10 Principles

- Participation
- Radical Self-Expression
- Immediacy
- Radical Inclusion
- Gifting
- Radical Self-Reliance
- Decommodification
- Communal Effort
- Leave No Trace
- Civic Responsibility

So how do we learn to
recognize people's gifts?

You already know how

Knowing people's gifts,
our challenge becomes to create an
environment where people feel
not just permitted but encouraged
to develop them in service to the world
knowing that failures will happen,
that the price of failure is not too high,
and that the *empathy* of supporters will
allow all to reap the rewards of success