

ORGANIZATION THEORY:

A REVIEW GUIDE FOR THE MID-TERM EXAM

THE MOST VITAL CONCEPTS AND MATERIALS

Your instructor has carefully reviewed all the concepts and materials from Week #1 (1a and 1b) through Week #6 (6a) in order to highlight what he expects you to learn. Thus there is a high probability that you will be tested on this highlighted material on your mid-term exam. Refer to the syllabus for locating the specific readings, articles, cases, instruments, exercises, and videos from Weeks #1 through #6.

#1 OVERVIEW OF COURSE & GROUP PROCESS

1. The 10 principles of group process and how (and why) to use a Process Observer (PO) for every group meeting.
2. Where most people are on the Ego Scale and how this affects listening, communicating, and working together in a group.
3. Why self-aware consciousness is the foundation for learning about organizations -- and yourself.
4. Why the "Ultimate Encounter" challenges the daily choices and decisions you make about yourself and your organization.

#2 THE NEW SCIENCE OF ORGANIZATIONS

1. What are the key features of the two dueling paradigms?
2. What are some methods to gain self-aware consciousness?
3. Why can Holotropic Breathwork access the entire universe: past, present, and future?
4. Why are people more like light and nuclear particles than inert molar objects and compacted molecules?

#3 THE QUANTUM ORGANIZATION AND TRANSFORMATION

1. How Newtonian is your organization – and why? How Newtonian are most organizations and institutions?
2. What are the attributes of the quantum organization?
3. What does MindWalk say about the nature of reality and why Western society is facing a major crisis in perception?
4. What is the key rationale for the complete program of eight tracks to transformation – especially the sequence?

#4 PRISON AND TRANSFORMATION

1. Why are prisons a key indicator of the moral development and self-aware consciousness of a society?
2. Why is the fragmentation of the soul a direct reflection of the design and management of prisons? What do fragmentation, splitting, and projection have to do with prisons?
3. What is the Western versus the Eastern approach to the transformations of prisons – and ourselves?
4. What is different between the transformation of prisons and the transformation of other organizations in society (including businesses and universities)?

#5 DEATH AND TRANSFORMATION

1. Why are most people afraid of death?
2. Why is it useful to confront death as early in life as possible? How do ego attachments (and the body) confuse who you are?
3. Who are you? What are you trying to keep? What are you afraid of losing? What kind of person are you trying to be?
4. What might happen to your essence when your body dies? How long does it take for your essence to return to the universe (according to the Tibetan Book of the Dead)?

#6 ORGANIZATIONAL CULTURE

1. Identifying and closing culture-gaps; actual/negative vs. desired/positive norms. What is the role and use of sanctioning systems in closing culture-gaps?
2. What are the key cultural norms of a Newtonian organization?
3. What is the quantum approach to creativity?
4. The four key attributes of organizational courage: What is a courageous versus a quantum organization? What is a fearful versus a bureaucratic organization?