

Comment booster bien-être, innovation & profit grâce au leadership conscient ?

UniOne

**Contribution de Moses Garelik & Laurent Ledoux au
Sommet de l'inspiration Professionnelle**

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A person is shown from the waist down, sitting in a meditative pose on a dark blue cushion. Their hands are clasped together in front of them, with fingers interlaced. They are wearing a light-colored, possibly white, top and a dark blue long-sleeved garment. The background is a bright, out-of-focus window with vertical bars, suggesting a calm, indoor setting. The overall mood is peaceful and contemplative.

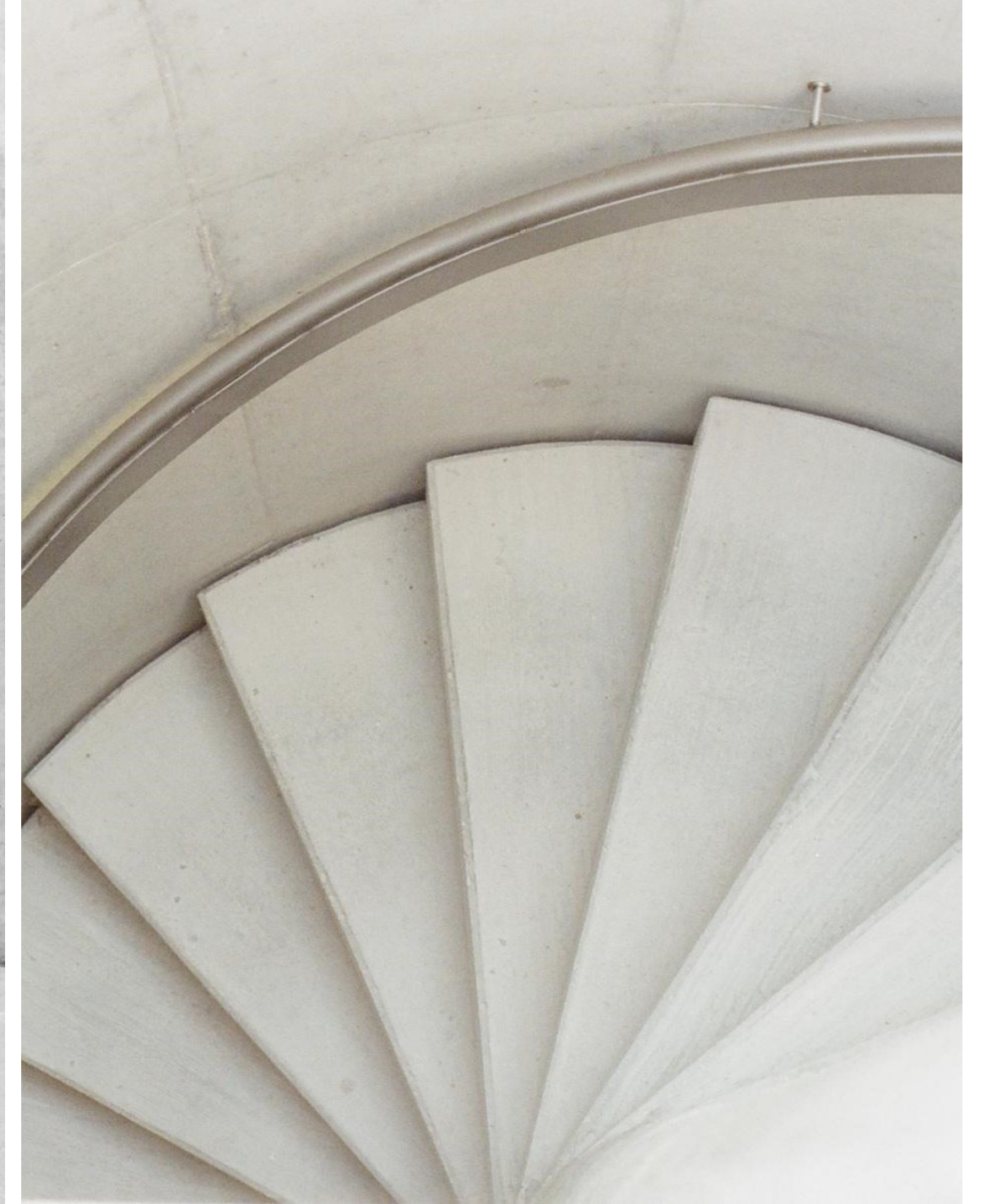
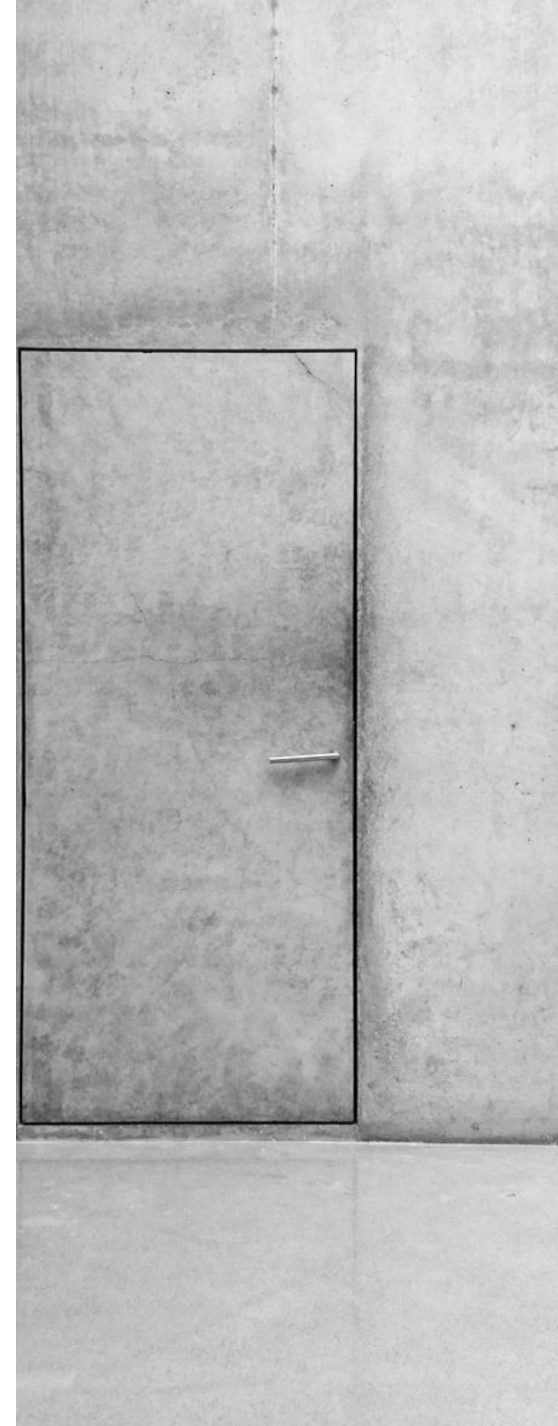
Toujours commencer par un
moment de
Silence



Unite for conscious change

Our mission

To support changemakers in their consciousness development and unite them to increase their impact for the common good.



UNIONE'S SERVICES ORGANIZING CIRCLES & TRAINING EASERS

- No hierarchy
- Everybody can be trained to become an easer
- Currently 50 easers & circles across the world



UNIONE'S SERVICES ORGANIZING CONSCIOUS LEADERSHIP PROGRAMS

- All programs cultivating UniOneness values:
 - Self-awareness
 - Presence
 - Integrity
 - Resonance
 - Inclusivity
 - Transformation
- Anchored or not in unique spiritual paths



UNIONE'S SERVICES DESIGNING & BUILDING HEALING & TRANSFORMATIVE SPACES

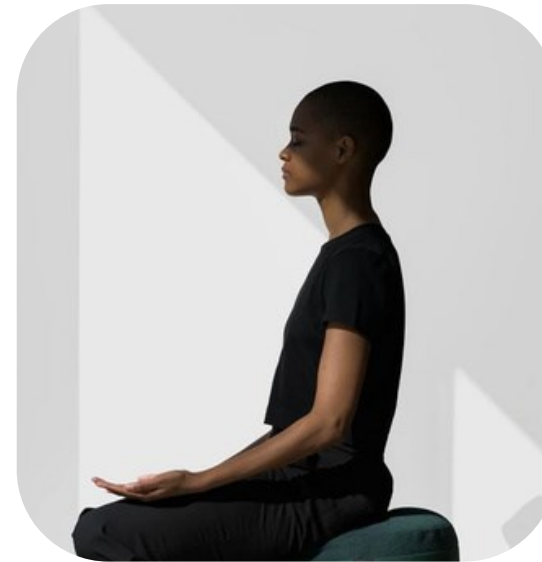
"All"
floor



Closed Silent space
Garden nature, open air

"I"
floor(s)

the joy
of being



Rooms of 1, 4, 10, 20, to 50
Meditation, mindfulness

"Me"
floor(s)

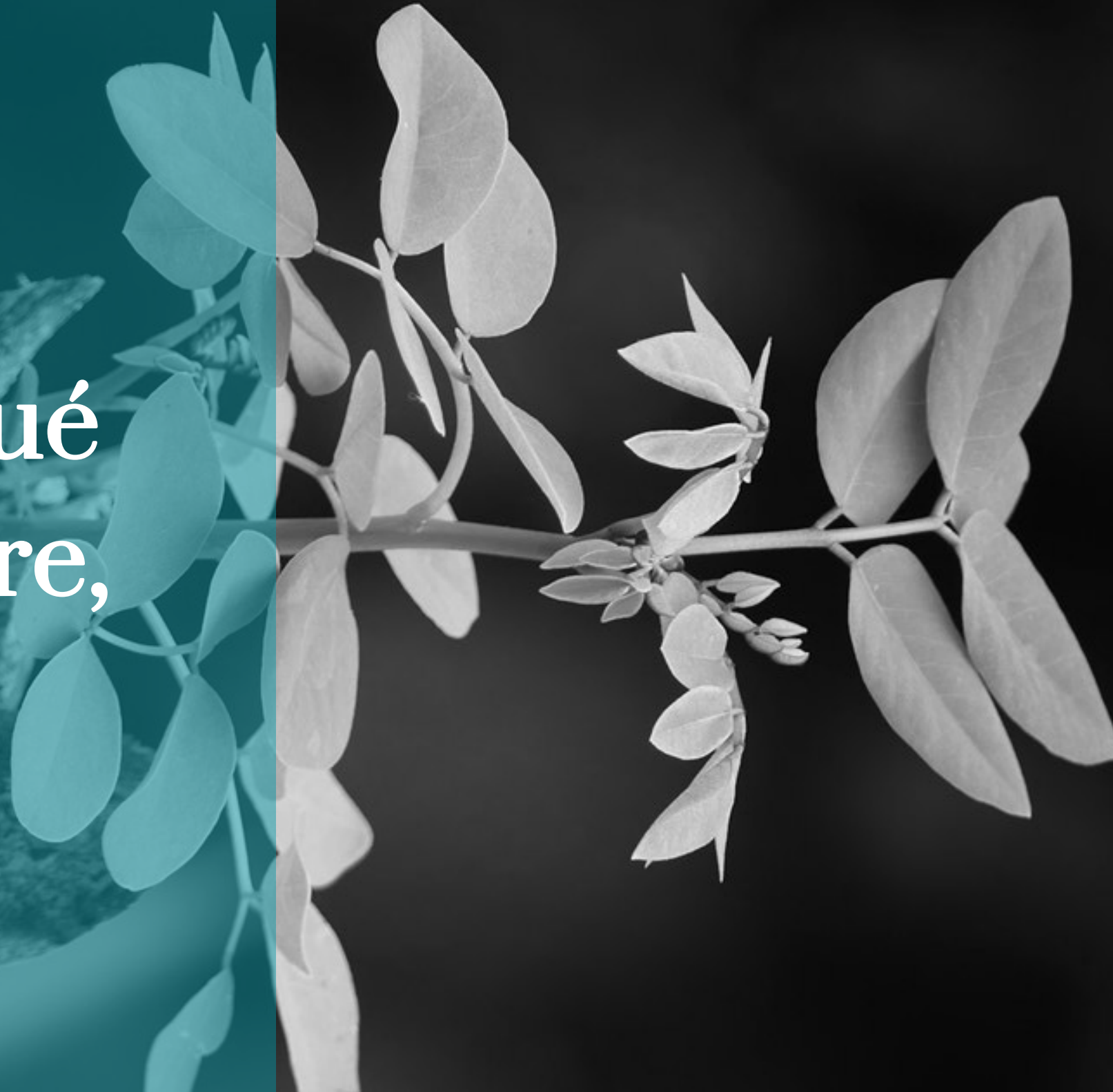


Coworking, Coliving, Airb&b
Gym, Wellness
Exhibitions: Art, Latest conscious technology,
Theater, Events/conference hall, Digital library

Retail stores: Food (grocery, supermarket,
farmers market), Clothing, Furniture, Tech,
Cafeteria/restaurants



1. Comment le leadership distribué favorise le bien-être, l'innovation et le profit

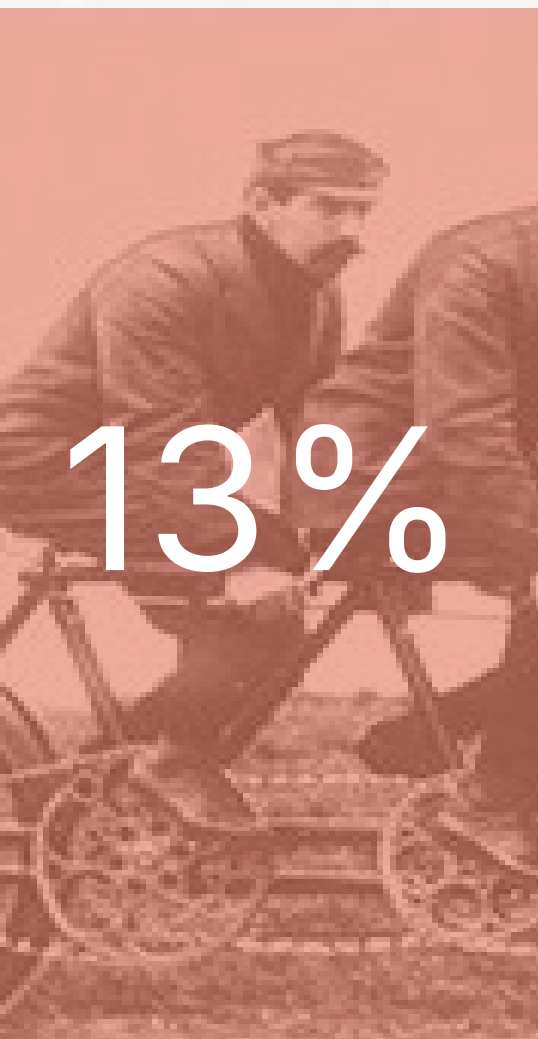


Désengagement croissant des employés (Gallup '23)

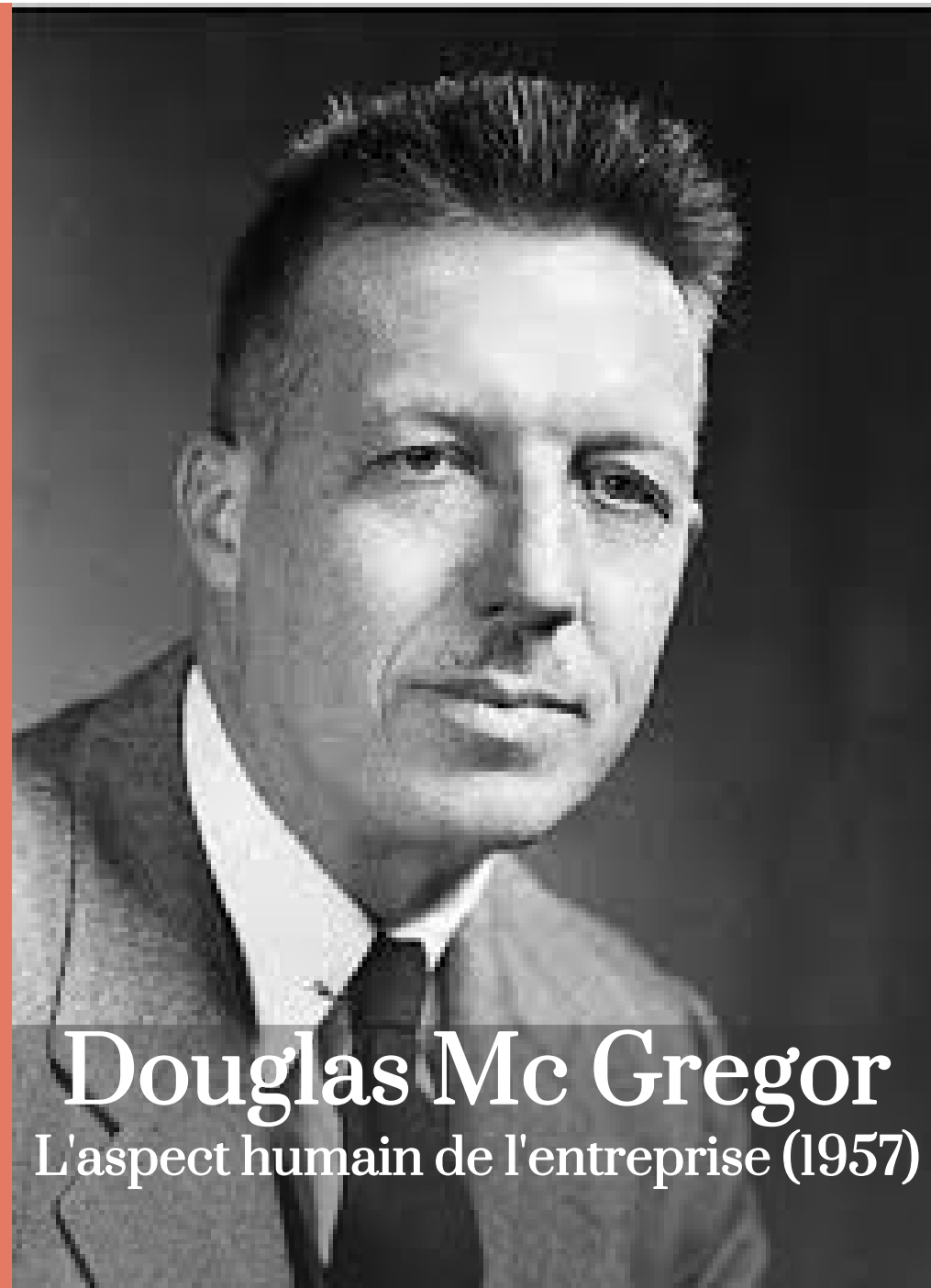
Activement
Désengagés

Désengagés

Engagés



Abandonner la vision X des managers



Douglas Mc Gregor
L'aspect humain de l'entreprise (1957)



Engagement accru grâce à la satisfaction des 3 besoins

La théorie de l'autodétermination de Deci & Ryan
(1985 - synthétisé par J. Forrest & L. Ledoux)

Besoins psychologiques universels

Satisfaction

Inclusion
Autonomie
Dev. Perso

Frustration

Inclusion
Autonomie
Dev. Perso

Types de motivation

Motivation Intrinsèque

Plaisir

Sens

Motivation Extrinsèque

Pouvoir

Récompenses

Corrélation avec la santé physiologique et psychologique

- ENERGIE
- CONCENTRATION
- HAUTE PERFORMANCE
- PERF. RÔLES EXTRA
- AGILE

- BURNOUT
- DISTRACTION
- PERFORMANCE BASSE
- COMPORT. ANTISOC.
- PAS AGILE

Etude Mazars (2019) confirme Deci & Ryan

CARACTÉRISTIQUES DE LA GEN Z

FLEXIBILITÉ

AUTONOMIE

LIEN SOCIAL



FUTURE OF WORK : QUELLES ATTENTES DE LA GEN Z POUR L'ENTREPRISE DE DEMAIN ?

UNE ÉTUDE MENÉE  MAZARS & *“opinionway”*

Le leadership distribué a fait ses preuves



Semco Partners (1980)

- Ingénierie et gestion des systèmes
- Fondée en 1960 ; reprise par Ricardo Semler en 1980
- Employés : De 90 en 1994 à 3 000 en 2003
- Ventes : de 4 millions de dollars en 1982 (début de la CG) à 212 millions de dollars en 2003

Patagonia (1973)

- Vêtements de sport éco-conçus
- Ventes : 750 millions de dollars (2015)
- Employés : 2,000 (2014)
- Une croissance annuelle à deux chiffres depuis la CG
- Les bénéfices ont triplé entre 2008 et 2014

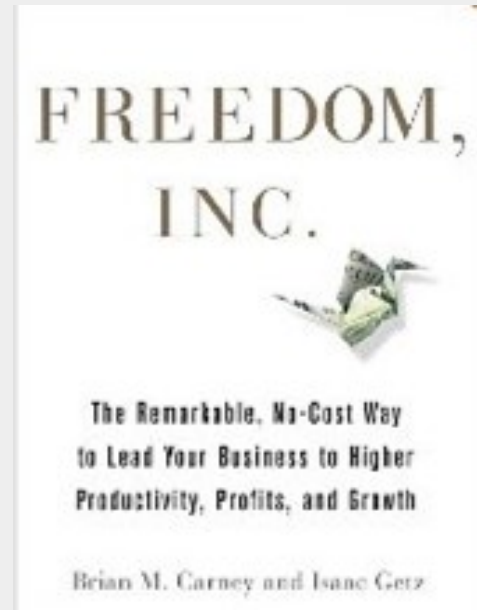
Buurtzorg (2006)

- Soins à domicile (infirmières)
- Chiffre d'affaires : 362 millions d'euros (2016)
- Employés : 10,000
- Une croissance annuelle à deux chiffres depuis la création (+16% en 2016)

Gore (1958)

- Fabrication de tissu Gore-tex
- Ventes : 1,2 milliard de dollars (2003) à 3,7 milliards de dollars (2019)
- Employés : 10,500
- Présence dans plus de 25 pays
- Une croissance annuelle à deux chiffres depuis le début

Mettre en place un leadership distribué - les 3 besoins



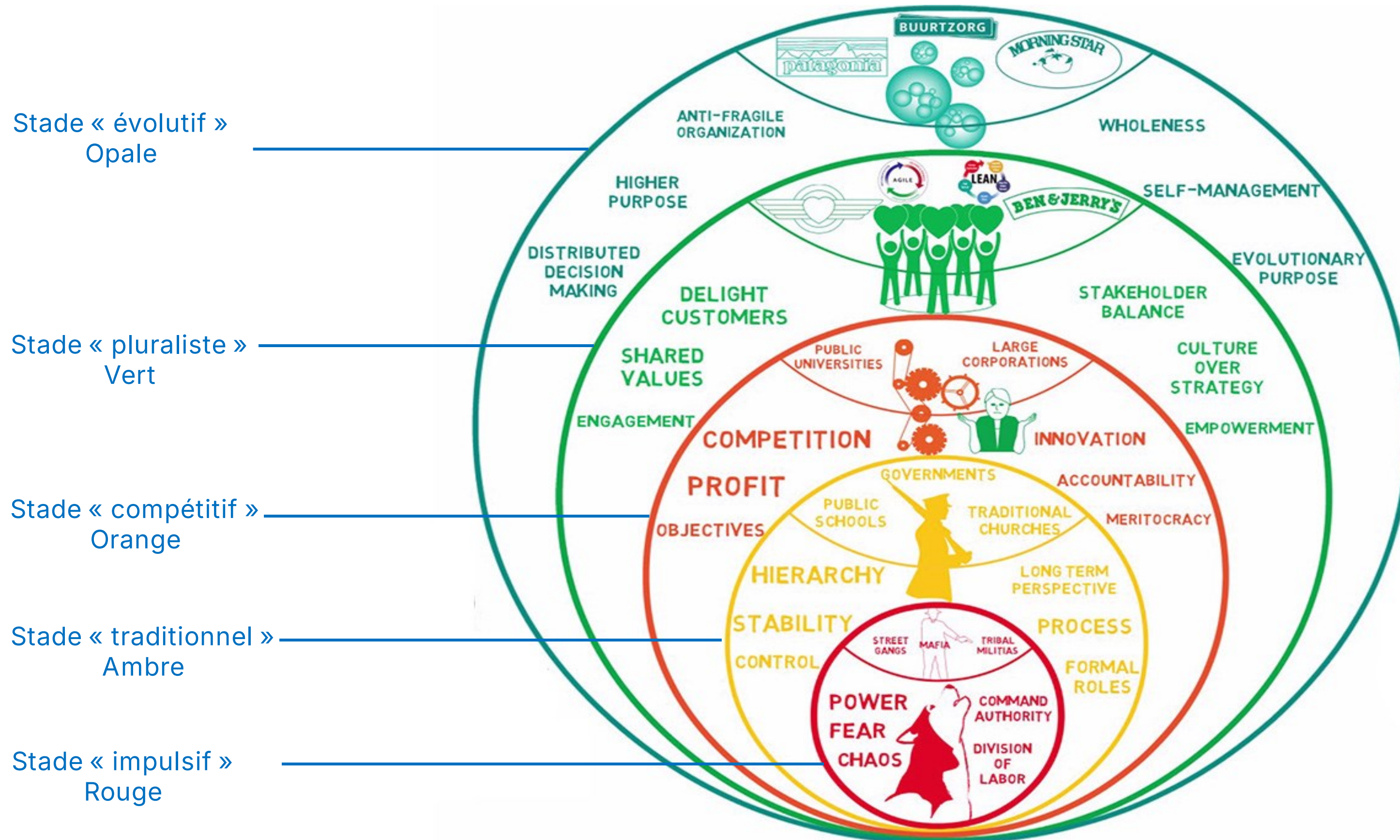
Inclusion
Respect

Développement
personnel
Soin



Autonomie
Confiance

Spirale dynamique : évolution des organisations



Synthèse des 5 stades d'évolution des modèles organisationnels selon Laloux dessiné par Zeyn sur YouTube

2. Comment le leadership conscient permet la distribution du leadership



UniOne's Me-I-All Journey



Me
The reacting ego

Driven by fears and self-centered needs, we experience separateness and duality with others and everything around us.
We react to change.



Conscious I
The creating individual

Recognizing both the uniqueness of each being and our common humanity, we experience calm and unity.
We initiate change.



All
The dissolved I into the All

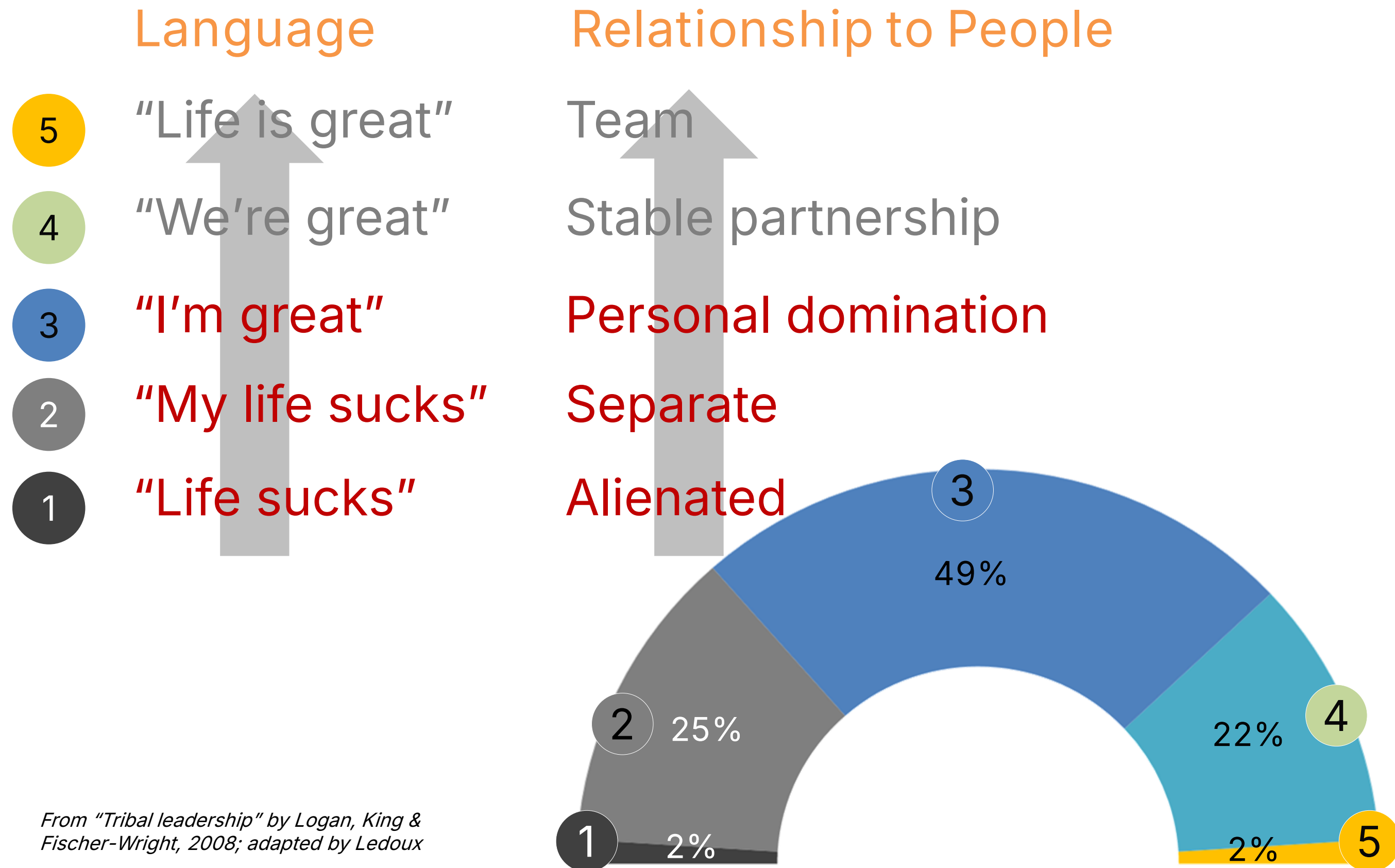
In this state, our conscious I is dissolved into the whole of reality. We are fully one with the All. We experience Oneness.
We are one with the change.

Spiral dynamics' stages of the Me-I-All journey



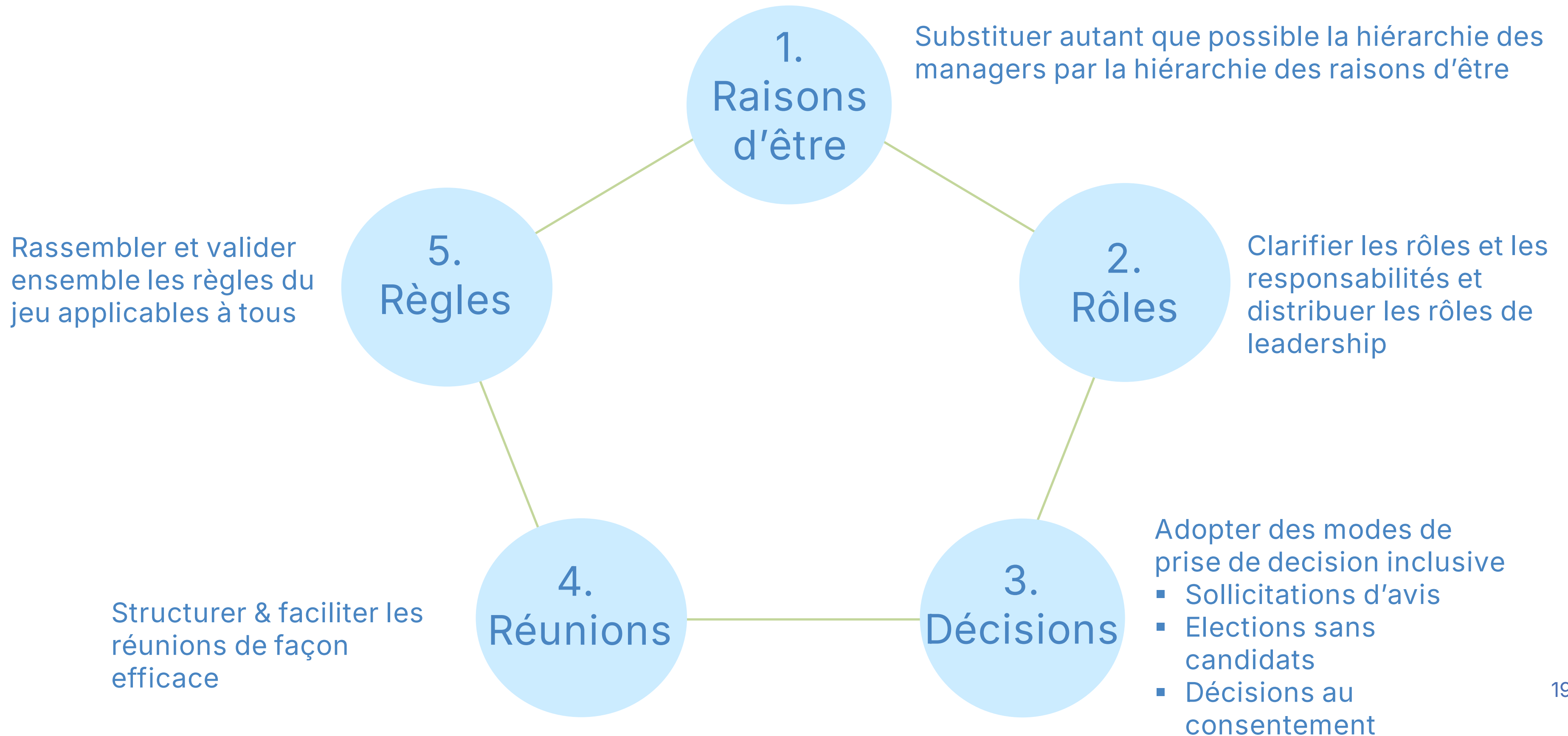
The 3 states of the Me-I-All journey moves along the various stages of spiral dynamics, a model for consciousness development.

Les 5 niveaux de la culture



From "Tribal leadership" by Logan, King & Fischer-Wright, 2008; adapted by Ledoux

Le Leadership conscient & les 5 piliers structurels du leadership distribué



Unione

Thank you!

We look forward to your
feedback & collaboration

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