Envisioning SanTahanan – a community of artists

What is it, a philosopher, social-scientist / OD-consultant can contribute?

Remarks on 'Building community' and 'learning organization' in steps describing:

- Situations
- Challenges
- Responses

Insights

You don't have to forecast future but to make it possible. A. de Saint-Exupéry

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Challenges nowadays

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- Gaining recognition as an individual in society and
- Developing awareness of societal situations.

Goals respectively

Creating situations for both

- Increasing a person's individual capacities and
- Increasing a person's social capacities, i. e. for social awareness and appropriate behavior.

Our situation in general

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Society is fragmented in 'systems'

- ... functioning to very specific ends
- ... using dynamics of ongoing functional differentiation.

Individuals are experiencing increasing uncertainty.

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Responses in history of modernity

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- Developing autopoietic functional societal systems.
- · Developing a concept 'autonomy of art'.
- 'Urbanizing', e. g. creative individuals mobile up to living in hotels instead of homes.
- Shifting
 - from authorities setting substantial goals
 - to processes committing people to all kinds of participations / negotiating procedures
- ...

Responses in history of arts / artists

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with resp. to community building In the 1800s

- Different naturalists grouping / moving to (rural) places / villages
 - Willingshausen near documenta:Stadt Kassel
- Art Deco as Jugendstilkolonie Darmstadt

In the 1900s:

- The 'Bauhaus': interdisciplinary, international, societal, holistic as to arts and sciences involved.
- Andy Warhol's Factory

Challenges actualized

..

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Individuals experience uncertainty at extreme levels. Hence: there are reactions of very different orientation. Faith in general Fatalism

Beliefs enabling certain

behavior / acting out

* Owed to E. Garibay, i. e. talking, sleeping or not sleeping in an artist's house

Resume of arts-history

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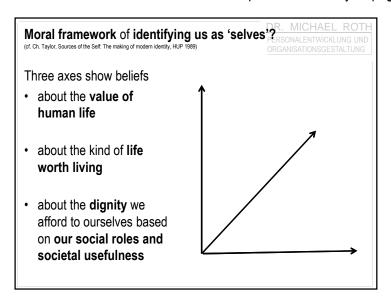
Many factors intervening, nothing is clear-cut, no linear development as to community building

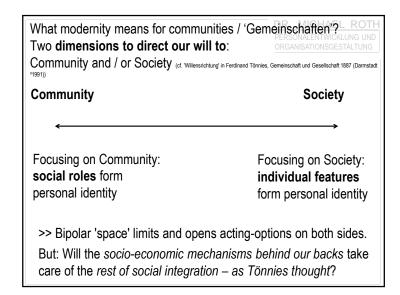
Autonomy of arts is ambivalent:

- Originating from highly individual 'romantic geniuscult' and
- developing complex holistic approaches
 - of combining different media / different arts and
 - to society in general starting from the way you are living everyday, designing house-wear and furniture ... architecture, urban-planning

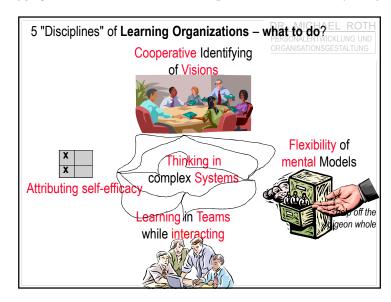
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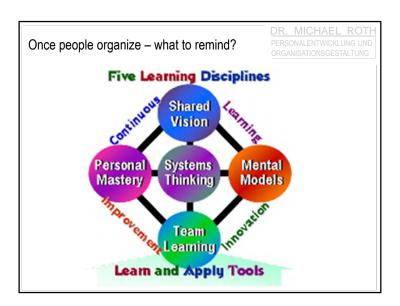
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Disciplines of "Learning Organizations" and of their members – practical goals:

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Argyris and Senge describe 5 "disciplines":

- I. Members ascribe themselves efficacy as to processes and their results.
- II. Members are flexible as to their mental models, are empathetic and practice intercultural change of perspectives.
- III. Members share visions they develop collectively and practice sustainably.
- IV. Members learn cooperatively, i. e. in teams, focused on and while interacting.
- V. Members think in complex systemic interrelations.

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The poet's putting it:

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DIE Veränderung der Welt
Die Veränderung der Welt
Muss zur Lust gemacht werdern!
Bert Brecht
Michael ROTH
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ORGANISATIONSGESTALTUNG

Bert Brecht
Angling the world has to be made
muss zur Lust gemacht werdern!
Angling the world has to be miclination!
Bert Brecht
Angling the world has to be made
muss zur Lust gemacht werdern!
Angling the world has to be miclination!
Angling the world has to be made
angling the world has to be miclination!

Changing the world has to be made
angling the world has to be miclination.

What does 'learning organization mean for organization's development facilitators?

OD-facilitator is responsible for

- for enabling those persons affected to be participants of planning etc.,
- for selecting methods and procedures,
- · for sustainably implementing them,
- for complexity of procedures instead of detailed truths.

It is more important to sustainably develop methods and procedures than 'consult in favor of' specific details.

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