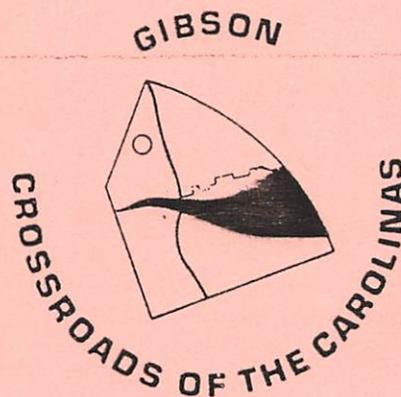


CORPORATE PATTERNS

Development Plan

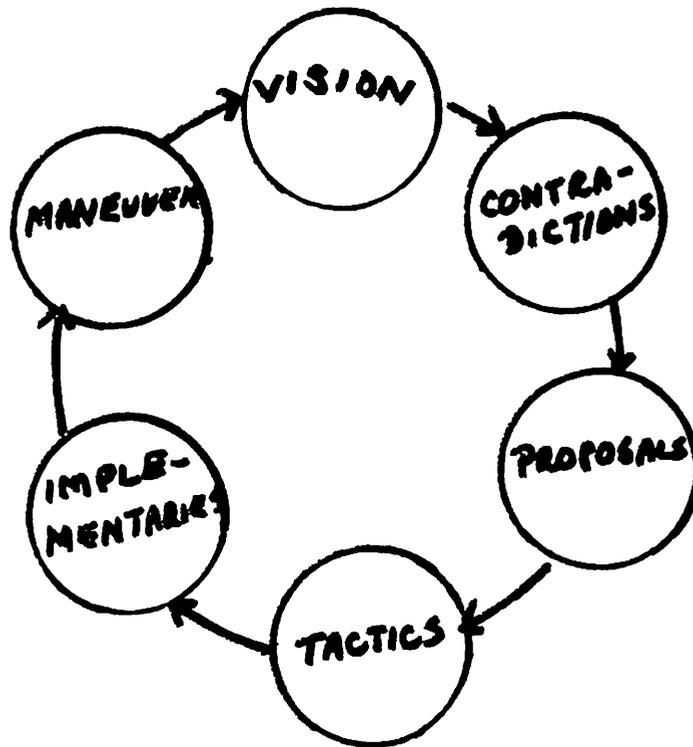


HUMAN DEVELOPMENT TRAINING SCHOOL

Gibson, N.C.

April 13 - May 3, 1980

The Process:



INDICATIVE PLANNING

Indicative Planning is a method used for serious strategic practical action in any community or group. It has six basic parts:

1. The VISION: Clarifying through the workshop (Brain storm, Gestalt, Organizing and writing up, i.e. charting) the practical hopes and dreams of the group in the defined arena.
2. CONTRADICTIONS: Discerning the underlying root sources which are blocking the fruition of the vision, using the basic workshop method to "see through" the data to fundamental causes. This requires a good deal of "talking through" and then careful thinking on the accurate naming of the contradiction. (Note: contradiction is not a gestalt of the brainstorm issues.)
3. PROPOSALS: Contradiction titles as the starting point use the workshop method to state the key broad arenas of action required to effect the contradiction. The "writing up" is again the creation of a chart.
4. TACTICS: Using the proposals as the starting point and using the workshop method, discern the concrete substantial actions (requiring more than one person more than a day to accomplish) which will actualize the intent of the proposals. Product is a Relational Tactics Chart.
5. IMPLEMENTARIES: Using the Tactics Chart as a starting point, and using the workshop method, list the concrete "to dos" required to complete each tactic. These are placed on a time-line for six months or a year.
(this section was not done in the school)
6. MANEUVERS: The process of taking all of the implementaries for a week or a month from the time line and discerning how a series of or a single action can accomplish the required deed. This needs to be related to effective use of time and forces. The maneuver plan is written up in paragraphs. (the step not done in the school.)

DEVELOPED LNLTY

EXPANDED LEADERSHIP

BROADENED ENGAGEMENT

REGULATIONS for PARK	YOUNG ADULT LEADERSHIP	OPEN COMMUNICATION CHANNELS	CMTY-RUN COMMUNITY CENTER	GIRL SCOUT LEADERS	FIRE DEPARTMENT
	YOUNG ADULT in P.T.O.	GENUINE PARTICIPATION INVITATION	ESTABLISHED COMMUNITY ORGANIZATION	YOUTH ACTIVITIES VOLUNTEERS	EXCELLENCE
ENFORCEABLE COMMUNITY REGULATIONS	ELC	GRASSROOTS VOICE	STRUCTURED NEIGHBORHOOD WATCH	CARE for	GOOD PARK
	PARENT INVOLVEMENT	ACCESSABLE PUBLIC STRUCTURES	REGULAR CLEANUP ACTIVITIES	ELDERS	CARE

GHDTS CORPORATE PATTERNS - UNDERLYING CONTRADICTIONS

April - May '80

UNDEVELOPED STRUCTURES OF GRASS ROOTS INPUT	LOW PRIORITIZATION OF CMTY LIFE	OUT-MODED BASIS OF CMTY POLITY	UNCONSENSUED FOCUS OF CMTY COHESION	INADEQUATE DEVELOPMENT OF LEADERSHIP POTENTIAL	INADEQUATE MODES OF CHILDHOOD DEVELOPMENT	DEBILITATING IMAGES OF EDUCATIONAL NECESSITY	MINIMAL STRUCTURES OF NEIGHBORHOOD CARE
UNPUBLISHED ACCOMPLISHMENTS	EXHAUSTING WORK SCHEDULE	REGULATED TOWN COUNCIL	SEPARATED ETHNIC RELATIONSHIPS	INSUFFICIENTLY TRAINED LEADERS	UNUNITED PARENT-TEACHER RELATIONS	UNCORPORATE LANGUAGE PATTERNS	INFREQUENT STAKE MTGS
UNCREATIVE VISION	ONGOING CMTY VANDALISM	LACKING PERSONAL INITIATIVE	EXCLUSIVE GROUP MEMBERSHIP	NO TRAINED LEADERSHIP	LIMITED PARENT IMAGE	ASSUMED STEREOTYPED RESPONSES	NO NEIGHBORHOOD CONSCIOUSNESS OF CARE
NO AGREEMENT ON PARK USE	OUTSIDE INTEREST PRIORITY	NO SYSTEMATIC INVITATION	INSIGNIFICANT ELDER INVOLVEMENT	LACK OF LEADERSHIP SKILLS	POOR CURRICULUM EXPOSURE	WIDE-SPREAD ILLITERACY	LIMITED CMTY BOUNDARIES
NON-DURABLE PLAY EQUIPMENT	PARENT-CARE RESPONSIBILITY	UNATTENDED TOWN COUNCIL	NO PLAN FOR COMPREHENSIVE PHASE ENGAGEMENT	LACK OF ADULT LEADERSHIP	UNESTABLISHED PARENT STRUCTURES	INADEQUATE SPEAKING SKILLS	STAKE "I" NOT ORGANIZED
NON-FUTURIC INVOLVEMENT	TOO-BUSY IMAGED PEOPLE	TWO-TOWN IMAGE	IN-GROUP GUILD	UNCLEAR TIME/TASK REQUIREMENTS	CHILDREN SEEN AS "UNMANAGABLE"	WIDE EDUCATIONAL GAPS	
LACKING EFFECTIVE PLANS	PEOPLE FEAR COMMITMENT	LIMITED COUNCIL GEOGRAPHY	WIDE-SPREAD ELDERLY IMMOBILITY	UNCLEAR LEADERSHIP REQUIREMENTS	INADEQUATE CHILD CARE	NO EFFECTIVE COMMUNICATION	
UNARTICULATED CMTY PROBLEMS	INADEQUATE SUPERVISION OF PARK	RE-ELECTING SAME PEOPLE	NO CMTY CALENDAR	UNCLEAR LEADERSHIP ROLES			
UNPLANNED ECONOMIC UNDERGIRDING	MONETARY MOTIVATED PEOPLE	NO ENFORCEMENT STRUCTURES	UNFORMED ASSEMBLY DYNAMIC	UNRECOGNIZED COMMUNITY LEADERSHIP			
UNDEVELOPED TRANSPORTATION PLAN	NEEDING ACCOMPANYING WORKERS	NO RESPECT OF REGULATIONS	ABSENTEE OF COORDINATING COUNCIL	LEADERS "DIDAR" MINDSET			
UNEXPRESSED NEED FOR VOL UNTEER HELP	FEELING OVERWORKED	PEOPLE THINK REGULATIONS NEGATIVE	OVERLY SENSITIVE PEOPLE				
HAZY, UNCLEAR OBJECTIVES	CHILD CARE CONSUMED ADULTS	OUT-OF-TOWNERS MESS UP GIBSON	PERSONAL RELATIONSHIP CLASHES				
YOUTH NOT INVOLVED IN DECISION MAKING	EXTERNAL LOCUS OF CONTROL	LIMITED GEOGRAPHIC BOUNDARIES					
UNWILLING RESPONSIBILITY ACCEPTANCE	ELC "PAID SERVICE"						
NO SELF-RESPONSIBILITY	NEGATIVE CMTY SELF IMAGE						
ANONYMOUS LIFE DESIRED							
NO COMMITTED INTEREST							
PEOPLE LACKING MOTIVATION							
NO CMTY CONSENSUS ON NEEDS							
NO EXPRESSED INTEREST							

PRATICAL PROPOSALS for CORPORATE PATTERNS

TAPPING HUMAN RESOURCES		DEVELOPING CORPORATE COHESIVENESS			EXTENDED HUMAN POSSIBILITY	
REGIONAL RELATIONS	BUILDING PROWESS	COMMUNITY AWARENESS	EVENTFUL CMTY LIFE	GRASS ROOTS VOICE	NEIGHBORHOOD FORMATION	COMMUNITY PRIDE
SOCIAL PROGRAM	BASIC EDUCATION PROGRAM	REGULAR NEWSPAPER PRODUCTION	COMMUNITY CENTER PROGRAMMING	SPECIAL ISSUES FORUMS	ORGANIZED STAKE STRUCTURE	DEVELOPING STATEWIDE ATTENTION
	SUPPORT		SPECIAL SKILLS TRAINING		ORGANIZATIONS COORDINATION SYSTEM	
ECONOMIC PROGRAM	ADULT COMMUNITY EDUCATION	AWARENESS	COMMUNITY OPPORTUNITIES	PLAN	COMPREHENSIVE CARE DESIGNS	PROMOTING VICTORY
	SUPPORT	EARLY LEARNING PLAN	GIBSON'S DOCUMENTED LIFE	BANK INCLUSIVE REGULAR PLANNING	CURRENT SITUATION SURVEYS	REGULAR STAKE EVENTFULNESS

CORPORATE PATTERNS~ TACTICS CHART

SUSTAINING GRASSROOTS COMMUNICATION

EVOLVING CROSSROADS JOURNEY

CREATE GIB-
SON LUNITY

COMMUNITY
CENTER
SCHEDULE

WRITE
HISTORY

EVENTS
CREATION

DESIGN
ASSEMBLY

NEEDS
SURVEY

PRINT
BROCHURE

ESTABLISH
CORE

VOLUNTEER
BANK

VOICE
BROCHURE

COLLECT
MEMORABILIA

COMMUNITY
CALENDAR

ORGANIZA-
TIONAL
DEVELOP-
MENT

MEDIA
ELICITED
RESPONSES