

# Organized Chaos on Purpose



By:  
**Judy Ryan,**  
**President**  
**Expanding Human Potential**

As a child deeply in love with nature, living on the edge of a park, and the fifth child of six, I knew a lot about chaos-the beautiful, free, creative, and exhilarating kind. Starting out free to explore, school at age five felt like bitter confinement and, at times, crushing domination, with me acutely aware of the downside to our civilization process. As a result, I have always been drawn to unorthodox concepts of how people might form community and, in

the last 20 years, have turned that awareness into an obsession (and a company), leading to questions which have since liberated my life.

- How can we shift the civilization process so that rather than diminish people and demean the human spirit, each person is assisted in expanding into their wholeness?

- What can we do to create a world in which it feels safe to be powerfully influential, inventive, and collaborative so that we are authentically free co-creators?

- What does an organization look like in which people thrive rather than simply survive?

It's clear that our current organizational structures are not working well. News headlines make us all too aware of the meaning of the term dysfunctional within schools, families, businesses, and institutions.

Schools struggle to effectively educate, many businesses,

marriages, and families are in a state of crisis. Then there's the current state of health care, the economy, welfare, our judicial systems, the environment, and governments.

**A requirement for mutual cooperation is essential** as we expand our increasingly technological and global community. We are evolving at an accelerated pace which creates greater stress and a pressing need to be more inter-dependent and streamlined in our evolution. What once took years and even decades to create now takes only months or days, and our outdated organizational systems can't keep up with our present or future. What's the answer?

Recently, in studying a variety of organizational models, I was delighted to discover a human system that is synonymous with the work of my company Expanding Human Potential. The model is called a chaord, derived from a combination of the words **chaos** and **order**. In a chaord, all the best within human beings and all manner of systems is honored and focused toward what is both most meaningful and effective.

Leading scientists from many disciplines have recently discovered that life itself thrives on the edge of **chaos** with just enough **order** to give it patterns we have taken for granted and assumed developed in a linear, plodding manner. It's not true. Much of what exists in nature formed in both a complex and simultaneous way. In other words, a variety of systems acting independently worked in harmony to rapidly collaborate and create what could not otherwise occur. Nature literally explodes with creativity and cooperation.

**A chaord** is similar; people share power, are equipped to

co-create change, and independently self-govern, so that everyone can then harmoniously blend available chaos with order for rapid, effective change.

**In ordered chaos**, each person is first and foremost purpose-oriented, focused on the vision and intent. Next, everyone is organized to expediently harness the creativity, gifts, initiative, and collective talents available in service to that purpose or vision. Ordered chaos is to vision what a bow and arrow is to a target. Control is released so the arrow can literally fly to the target!

**What does this mean specifically?** Organizations operating as a chaord function by a set of principles in which power is shared, knowledge and initiative are distributed at all levels, and self-governing teams work independently to accomplish their goals with trust in each other to deliver their part.

Imagine families and classrooms in which children and adults learn to share decision-making and governing: whole tasks are delegated to individuals and teams independently and yet, interdependently. In this system, internal motivation, purpose, vision, and self-management are top priorities that replace traditional command and control, linear top-down managing. Now joyful participation from passion and purpose can reign. I have successfully created this very system in my own family and in client sites within schools and businesses.

**A recent example of a chaord is Best Buy.** Management chose 2,000 of their employees to participate in ROWE, a result oriented work environment. There are no mandated work hours or schedules and employees are free to work at the local coffee

house or on their patio, take off in the middle of the day, work in the middle of the night, or even hike all day when they want. There's no need to ask permission because they are self-governing. The only requirement is that the job gets done and they have been prepared for it socially, professionally and emotionally as well as given the authority to make it happen.

Best Buy management was delighted to discover their people actually worked harder and produced better quality outcomes, processing 10 to 20 percent more orders than contract workers doing the same job in a traditional office setting. They found a focus on results and not the number of hours at a desk fostered an entrepreneurial spirit. Employees began thinking about their jobs differently and coming up with innovative ideas that save the company time and money. Some employees even passed up promotions because the team they would be joining wasn't operating in a chaordic ROWE manner yet.

We live in exciting times with tremendous opportunity to expand into the amazing, capable, creative human beings we are and to have fun alone and with others. A chaordic model is exciting because it provides meaningful uncertainties, risks, challenges, and opportunities to contribute what cannot be found in traditional models.

**Vision with action leads to infinite possibilities.** It's time to buckle up, and go for the ride of our lives. We are designed by nature to function within organized chaos on purpose!

To integrate chaord into your life, contact Judy at (314)878-9100.

## Expanding Human Potential



**Unleashing Potential  
Inspiring Participation  
Ensuring Success**

**Phone 314.878.9100**

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