

**IDA
- THE NEW LANGUAGE OF SPIRITUALITY**



*HEADING TOWARDS A NEW LANGUAGE FOR
INDIVIDUALS AND ORGANIZATIONS*

by

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IDA – THE NEW LANGUAGE

The 4th of October 2012, during The 3rd International Festival on Yog, Culture and Spirituality, at Dev Sanskriti Vishwavidyalaya (DSVV) University in Haridwar, India I presented a notion of a universal and spiritual language for everyday life and leadership. This developing of a new language was a request from professional development environments in Norway's public sector.

The 2nd of October 2015 I again visited DSVV, now sharing with both students and the University, an update with the work done so far, developing the language. This document contains a brief update of the language of IDA and its progress so far – and a renewed invitation to participate in the development and spreading of the general idea.

Presenting Jon Frang Mostad:

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Jon Frang Mostad is the owner of Mostad Publishing and the writer of book on subjects like communication and personal development. His special interest is exploring spirituality relative to future leadership in organizations. This interest leads to travels abroad, to England, USA and India, studying and investigating.

The Story Behind

The 27th of January 2012 I received the following request from the Councilman in a relatively large municipality in Norway: «Give me a new language for leadership, a language that moves focus from measurement and control - to support and development”.

I sat for some time in awe, trying to comprehend his request, thoughts flying and battering about in my brain. A new language – this was no ordinary request for me, to say the least.

Creating this language, I had to set aside the most commonly used tool in all leadership operations – power. Support and development can only happen without the presence of power. In fact, I had to create a language that knew nothing of the grammar of power. Conversations consist of exchanges between human beings relating to each other. In some ways, these exchanges can be understood as mathematical equations. And in these equations I had to remove one important factor: Power. For the exchange to be functional and valid, but at another level, this factor had to be replaced by something.

I replaced the power-factor with a differential operator - a DELTA Δ – as we know it from mathematics. The DELTA elements became the three perspectives in this new language:

- Intuition – as a language for communicating our silent knowledge
- Discourse – as a language for the conversation about the conversation
- Analysis – as a language for planning, implementation and evaluation

The first sketches of IDA was presented to the municipality leadership team in London the 30th of April 2012 and from the pulpit at The 3rd International Festival of Yog, Cultur and Sprituality at Dev Sanskriti University in Haridwar, India, the 4th of october 2012. Since then, IDA has crawled, risen and now finally stands on her own feet after three years of testing and developmental work in the municipality.

IDA is a language for management and becomes a leadership style. That's why I suggested for the municipality to place the language on a management platform that beheld the values of the language, then to develop a similar platform for employees. When these two platforms then were merged, we could successfully construct a new employeeship to hold the responsibility for the new leadership. I recommended that the municipality would look at leadership as something that is created, not something that is exercised.

Leadership, as defined in the municipality business platform, the fundament for the business architecture in which we started and still are developing, is a “superior concept” and tool for management and co-creation. Management is all about cultivating frameworks and procedures for decisions down the line. Co-creation is about the process by which we are in an asymmetrical symmetry - holding a common focus on the task solution.

You might think that the concept of asymmetrical symmetry sounds strange – let me briefly say that this concept is about abolishing the hierarchical inequality using a common language free from power, when in a meeting between superior and subordinate.

IDA is tested, developed and implemented through processes in service areas as child welfare, school, health, culture, care, daycare and public services as job seeking and social security. We have made assessments, summaries, documentations and analysis standpoints.

IDA works.

The road ahead for IDA is now being concretized, developed with more tools and more sophisticated processes. IDA is a universal language for private use, in business and in public service delivery.

A brief perspective towards Language, Co-creation and Management:

Language and Co-creation

In the year of 2012, I was in the midst of creating a concept of a new leadership generic language for individuals and organizations. To say that the language is generic, is to say that the language, will aim to carry the visions and values of the individuals and organizations. The Language, called IDA – derived from Intuition, Discourse, Analysis, is based on a new perspective of Leadership by Co-creation aiming towards spirituality in action.

When testing and implementing this new concept of language and leadership actions, you have to consider the visions and values of your individual and your organizational life and how it reflects in your linguistic practice. The new form of leadership emphasizes Co-creation in daily life's relations in generally and in employee ship especially: «Management trough Non-Management» – from using power to connect with source. Essential in this, is turning our attention from measuring and control to support and development. The focus of leadership is by involvement and empowerment. This is «Management through Non-Management» – representing the Taoism principle of “Action through Non-action” – the Wu Wei principle.

So, is this possible? Yes, I think so – when consistently using a linguistic practice that empowers and involves. This kind of linguistic practice is supported by human views and education views in professional coaching theories. Let me give you an example from the biological realm: When removing rays of the sun from a cell (removing management), the cell will want to turn to a new source of nutrition, one that it has previously never encountered – the Language. This process is called “induction”.

By creating a new language, we are aiming to “induce” a new form of leadership in relations and organizations – Co-creation. This new form cannot absorb nutrition from power. It will have to turn to another source of nutrition:

The force from the source of the Language.

Why? I find it quite easy and comprehensible: If we are going to adopt the source of hidden knowledge and creativity in each employee connected to you and your organization, we have to communicate through relationships created by involvement and empowerment. When communicating and structuring our language through intuition and emotion – communication “from heart to heart”, so to speak – these qualities of relationships will create themselves.

There is no room for forceful power in intuition and emotion.

Indian friends of mine have pointed out the view of regarding this like the source of Goddess Shakti. This might be a good picture. The idea is shaped by Lord Shiva and the birth giving transformation of the language in action, is given by the Goddess Shakti.

Management

Removing Management by Objectives (and force) and introducing Co-Creation, can facilitate a creative process in which everything is possible. The creative process is the driving source.

We still are in need of mental images to push our life`s and organizations forward. This is where management enters the scene, as an additional process to Co-creation.

When managing, we still decide, we still control and measure. Creating mental images (making plans) and setting goals, we also do controlling. Of course we shall control. Our leaders will have control, and we will have a management line to which we hold our decisions. The ground breaking difference, is a clear distinction between control and Co-creation. We will not once have any doubts about who is in control, or what is decided upon and when deliverance is about to happen.

Management is what controls the contractual agreement between you and your self, between you and your client and between employers and employees in organizations.

In the future we will make the management idea clearer to ourselves. We will develop concepts, tools and new habits of management that strongly supports the notion of co-creation.

The DELTA force Language

Let us turn towards the realm of mathematics. In mathematics, the Delta Δ sign is symbol of a differential operator. A differential operation is abstract operations, that accepts a function (action) and return it by giving another (higher) function.

Am I able to describe a picture to you?

We «remove» management and «develop» Co-Creation. This is viewed upon as a differential operation (an abstract operation). We remove something, initiate a DELTA-operation and then get something back – at a higher level. The language becomes the differential operator a Δ that creates a higher order, so to speak.

Please notice the concept of the DELTA also being used as a name of a Norwegian labor union (developing rights and welfare to workers), for the launcher of NASA’s space shuttles (thrust to overcome gravity) and the Norwegian special police force (from unsafety to safety).

To develop Co-Creation we cannot, in my perspective, use any other language than a non-forceful language, we have to use language containing DELTA, a linguistic practice with the ability to create a higher order.

The new language will have to «See the future», «Communicate Co-Creation» and «Promote innovation». The new language has to relocate the Power of Leadership from hierarchy to phenomenology.

The new linguistic practice has to show a DELTA-source in the relational exchange between to equal partners.

The DELTA-source we are developing is IDA – Intuition, Discourse, Analysis. I will now explain each one of these words and connect them to some tools derived from Coaching based Leadership, which in many ways is a sort of Co-Creating practice.

INTUITION

Co-Creation requires intuitive skills. What is intuition? How do we communicate intuitively? Intuition is a causal and mental skill that requires sensitive awareness in the present moment. Intuition as capacity is our ability to make conviction based decisions. When we make conviction based decisions, we decide autonomously. Deciding autonomously, we decide independently. When we decide independently, we decide intuitively. We make a decision from the «Causal Level», the realm of the Soul. We make decisions based upon our own ethical convictions, stored in each of us as attitudes. Anthroposophist’s as Rudolf Steiner, points to human evolution as heading for at state of «thinking with our heart and feeling with our minds».

In popular terms we can state that making intentionally decisions happens in our right brain hemisphere – the creative, the musical, the phenomenological hemisphere. Intuition is to me, the “phenomenological communication behavior”. So how do we communicate intuitively?

First, we have to acknowledge that we are able to communicate intuitively. Then, we have to willingly exercise this form of communication. In this note, I can only give a limited version of the subject, as it is considerably large in size. In a physical sense, we have to create «a connection» (practice the relation between) the left and the right hemisphere. There are several methods for practicing - common for them all is that they overstretch the limits of what I can explain in this note.

Purely cognitive, imagine the differences in communication from each hemisphere. (I will get back to the left hemisphere further down in my note). I would like to name the right hemisphere “Mystery Mind” or “TAO Mind” (with inspiration from Taoism). The right hemisphere is limitation free, and opens up to abstract images and new concepts. That’s why it is called the musical hemisphere.

To mentally reach this hemisphere, we can use meditation and yoga. We may also practice our skills through energy communication (an American concept called New Equations) and trough Reading (of energy). There are several opportunities.

Related to coaching, you will communicate intuitively when listening at level 3 (Global listening), and thereby practice listening to energy communication, such as decompression of voice and other micro variations in body language.

When communicating intuitively, you locate yourself to the PRESENT – here and now (“when I do this, I experience this, what if I change my behavior towards...?”) which is a space for affective reflection – reflection trough emotion.

DISCOURSE

Discourse is reflection upon reflection itself.

Discourse as capacity is our ability to make rational decisions based on analysis. When making decisions based on rational analysis, we make conditioned decisions. When making conditioned decisions, we make intellectually purposive decisions. We decide from “the mind” – we make decisions based on our learned skills and experiences stored in us as categorized mental imagery.

In popular terms we state that decision making is controlled by the left hemisphere, where there is logic, reason and constructivism.

Discourse is, to me, the “rational-analytic decision behavior”. So how do we communicate discursively?

Discursive communication is by far the preferred communication behavior. As children, we quickly learn to set aside the intuitive communicational behavior in favor of discursive communicational behavior. In my mind, I define the schools of the Western world as a training arena to rational-analytic communication, in which Aristotle played a main role when separating “faith” and “science” and thereby laid the basis of modern western thinking.

That’s how we explain the separation of myths and facts. Maybe this process was a necessary passage in the human development. But to activate creativity, we need myth.

We also need discourse. Through discourse we abstract new strategies for behavior and learning, trough reflection upon reflection. I would like to name the left hemisphere “Conditioned Mind”, our compass of reason in everyday life.

When related to coaching, you may use tools as listening at Level 2 (Attended listening), dialog design, GROW model, Brendan Reddys Process Flow model, intervention cube and reframing techniques.

Communicating discursively, you are communicating in TENSE – there and then (“if we do this...what will then happen...?”) which is the space of hypothetic reflection – reflection through conditioned cognition.

ANALYSIS

Co-creation demands analytic skills. What is analysis? How do we communicate analytically?

Analysis is reconciliation, planning and timed action.

The capacity of analysis is the ability for didactic motivated decision making. When making didactic based decisions, we make contemplated decisions. When making contemplated decisions, we make balanced decisions. When making balanced decisions, we make meditative decisions. This is decision-making based on integration between “mind” and “heart”.

We need analysis. It is through analysis we have the possibility to integrate emotion and facts together in timed and reconciled action. This co-creation between heart and mind, I would like to name “Balanced Mind”, because it fathoms both sides of reality; emotion and experience.

In popular terms, we are making decisions with both hemispheres simultaneously – the mythical, the conditional and our integrated skills play together as «one mind» and «one language».

I call analysis «the meditative decision-making behavior».

When related to Coaching, communication through analysis happens when using the didactic relations model, Skills pyramid, GAP model and the Iceberg (Brendan Reddy).

Communicating through analysis is to communicate in IMPERFECT. There and Then («we have such frames, then we may...») is the space of conceptual reflection, that is to say: Reflection upon reflection.

The 3 modalities of Language

I explain Modality as disposition for a particular action behavior. In this context it explains the form of action skill stimuli, language is designed to create in individuals, in groups and inside the organization. So far I have argued that the new language is kind of a differential operator acting with three significant properties and creating a higher order when it is put to use.

Speaking IDA in its skilled version, you will be able to differ in between three action skills, the Global, the Ecologic and the Feminine. Simultaneously you will there by create Co-Creation, which supports future development, employee ship and service innovation, In the following I will explain each modality.

GLOBAL = the physical source of the Language.

- Focus exceeds the product/individual in itself – the product/service given to the individual/group/organization is not enough in itself – the perspective exceeds the NOW – the product/service long term effect.
- Focus is revoking empiricism, both individually and at an organizational level – doing research during practice.
- Focus relates to the situational context – contextualization

GLOBAL linguistic modality explains how to consider the effect of our products/services. Delivering services is only part of what engagement in community asks. We are supposed to deliver beyond added value considering what engagement in community asks.

What about linguistic consequences?

GLOBAL linguistic modality explains how we gather individual, group wise and organizational (overall, hidden, silent and described) experience and put it to good use in development and learning processes inside the organization.

What about linguistic consequences?

GLOBAL linguistic modality explains how to relate to contextual frames of the product. Those who are prone to create products will do this in context, given set limits and in the face of set expectations.

What about linguistic consequences?

GLOBALITY is the specific linguistic ability to move added value and skills, and set limits to make a noticeable difference.

ECOLOGICAL = the Linguistic sustainable source

- Focusing on adding energy to the context – to see the other persons Big P (potential)
- Focusing on contextual growth – expected communication – Big G (goal)
- Focusing on contextual awakening – W (will) with timeframe and reporting

ECOLOGICAL linguistic modality explains how to add energy to your relations, your clients and co-workers current working conditions in such a way that it inspires growth, seeking potential-orientation in communicating. We will aim to find possibilities, not limitations.

What about linguistic consequences?

ECOLOGICAL linguistic modality explains focusing on our co-workers growth and communicating in such a way that growth takes place. By stimulating growth when communicating clearly about expectations and such, we challenge each other to create solutions in future situations.

What about linguistic consequences?

ECOLOGICAL linguistic modality explains focusing on deliverance, by communicating our expectations to our co-workers and challenging each other to responsibility and setting of time frames.

What about linguistic consequences?

ECOLOGICAL linguistic modality is the ability to develop new capacity and renewing power, individually, group wise and inside the organization.

FEMININITY – the Linguistic executive source

- Focusing upon giving life – linguistic context as a MATRIX – giving life to ideas
- Focusing upon safeguarding – needs of the individual and the organization – see and be seen – pacing and leading (Neuro Linguistic Programming)
- Focusing upon movement – movement towards developing knowledge, both individual and organizational

FEMININE linguistic modality explains executing what we say we will execute. By seeking impulses to ideas, cherish the ideas and facilitate them, the moving of good ideas into action is part of the feminine executive source.

What about linguistic consequences?

FEMININE linguistic modality explains the way to see each other, confirm each other and follow each other into action. We will encounter, support and take care of the one who dares to be in the sacred space of creation, entrepreneurship and innovation.

What about linguistic consequences?

FEMININE linguistic modality explains how to be in motion. Only by daring to learn, and thereby succeed one way or another, we can learn. True learning happen trough physical, psychical and mental displacement. This is the reason for focusing upon displacement trough learning.

What about linguistic consequences?

Sum of the 3 modalities is the 4.th modality.

Together, three linguistic sources (IDA) constitutes a \square DELTA, creating CO-CREATION.

Together, three modalities creates a fourth: a META modality. I explain this meta-modality as an inner modality – an emotional and intellectual presence through linguistic practice.

This inner presence through linguistic practice, is created by IDA as a meditative (balanced) presence.

A meditative presence is the key to silent knowledge in individuals, group wise and inside organizations. This Art of Leadership is Entrance with Balance – the foundation of Awakening.

Appendix

IDA is derived from the Germanic element *id* meaning “work, labor”. It is also rooted in Old-Saxon, and there known as «the clever woman». To me, IDA is “the sensing and caretaking woman” and regarding this, she gives added symbol value.

Relation to Coaching :

Involvement:

- Listening techniques
- Questioning techniques
- Feedback

Development:

- Communicating expectations
- Contracting
- Self-evaluation

Action:

- Visualization
- Planning
- Experiential learning

Working with the new language, we need added knowledge and skills in communication through energies and developing a meditative awareness.

What are the consequences of The New Language?

The New Language IS a skill that CREATES effect, in three perspectives:

PREDICTIVE EFFECT

The new language will have ability to “hear what has no sound”, “see what has no shape” and “understand what is not yet thought”. The telepath, the empath and the mutater.

This is the concept of an «Avatar behavior in Leadership».

EMPOWERED EFFECT

The new language will have the power to develop Co-Creation as the new form of leadership, as we gradually remove management highlights the Co-Creative shape of Leadership.

That is why language is a strategic instrument in my futures perspectives of employeeship.

TRANSFORMATIVE EFFECT

The New Language will have the power of “moving during change”. When all operations are innovative, we will have to create new situations simultaneously as we are working with old ones.

That is why IDA language is a strategic instrument in organizational development.

To the reader:

Please feel free to ask, wonder and suggest changes. This is a pre-intentional work under construction. We have fulfilled 10 pilots of 6 months of training with IDA and got a lot of comments, love and good ideas in how to nurse this little lady to further growth.

Oslo 2015.10.22

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