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Gleanings

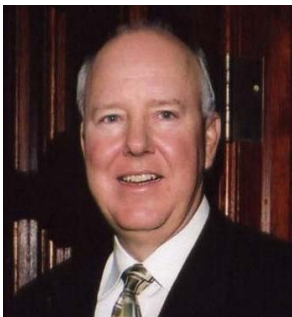
By Gerald R. Chester, Ph.D.

Finding Organizational Destiny

There is much being said and written today about personal destiny. Such a concept assumes the existence of an intelligent designer. Without a designer, there can be no transcendent purpose, there can only be self-defined purpose.

Joe Jaworski, son of Leon Jaworski the Watergate special prosecutor, wrote a book titled *Synchronicity: The Inner Path of Leadership*. In this book, the author contends that organizations have destiny just as people do. Jaworski argues that successful enduring organizations search out their purpose and align everything in the organization to accomplish that purpose. Organizational destiny, as with personal destiny, assumes the reality of a designer who creates organizations with intent and purpose.

Furthermore, as with personal destiny, organizations have to diligently search out the reasons for their existence. The Designer expects the senior leaders of an organization to engage in a discovery process to uncover His intent for the organization. But a predicate to an organization's discovering its destiny is that the individuals in the organization, at least the senior leaders, have discovered their personal destinies. Their personal destinies should be congruent with whatever roles they are playing in the organization. If an individual's destiny is not fulfilled by his or her role, then his or her personal destiny is something other than being part of the organization.



In other words, a leader cannot discover an organization's destiny unless he or she has discovered his or her own personal destiny. One cannot lead an organization on a journey that one has not taken personally.

Jaworski argues that the journey of self-discovery begins with the assumption that there is inherent order in the universe that is defined by the Designer. We don't have a choice as to how or why the Designer chose to create the universe. Our job is to understand the Designer's system and align ourselves with His intent and purpose for us both personally and organizationally.

This perspective implies that the root of all reality is not the tangible universe, but the intangible universe; the tangible universe is simply the fruit of intangible reality. If this is true, then the root issues in life must be in the intangible. So if you want to build a great organization, discover the intangible reality of your organization's existence (the reason for its existence) and be about the job of fulfilling your organization's destiny. By so doing, you should expect favor from the Designer of the universe. Now that will be success!

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