



Organizational Energy: 7 Pillars of Business Excellence

Enric Bernal, Joan Cos, Xavier Tarré

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Organizational Energy presents a powerful and proven method for transforming organizations. Its power comes from a new understanding of organizations as living systems with their own vital energy, rather than simply mechanistic engines striving to meet their financial targets. Using the analogy between the human energy system and the organizational energy system leaders are able to understand and improve business excellence from a different perspective and improve the health and prosperity of their organizations. This new way of thinking reflects a fundamental shift in business towards more sustainable ways of engaging people and husbanding our limited resources. Many organizations have not just suffered financial problems in the most recent recession; they face the deeper issues of lost trust and growing scepticism about their very purpose. They now need help to heal and prosper. In this book we propose such a way, by moving beyond the old, narrow mechanistic models of organizations to a more fluid and systemic perspective of organizations and the environments in which they exist. We believe that we must raise our organizational consciousness. And, that we must learn to act with a more profound understanding of the interconnectedness of the modern business landscape.

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