

# THE DONOR-CENTRIC CASE & PROCESS USING LIVING SYSTEMS

## RESOURCE 2.8

### Donor-Centric Case Development

<b>Traditional leadership</b>	<b>Art of Hosting and Living Systems</b>
Mechanistic	Organic
Management by control	Leadership by trust
Executing procedures	Innovating process
No single person has the right to answer	Together we can reach greater clarity
Somebody has to decide	Intelligence through diversity
Silos / hierarchical structures	Networks
Leading by instructions	Leading by hosting
Top-down orders, often without full information	Top-down orders informed by consultation
Work without clear purpose, jump to conclusions	Collective clarity of purpose is the invisible leader
Motivation via carrot and stick	Motivation through engagement and ownership
Seeking answers	Seeking questions
Results-oriented	Purpose-oriented, the rest falls into place
Chairing, reporting	Hosting, harvesting, follow up