

# QUANTUM WORLD – QUANTUM LEADERSHIP

By: Dr. Kathleen E. Allen

## NEWTON

## QUANTUM

### Approach to Complexity

Break it down into parts;

Interweaving processes see the totality;  
intuitive analysis of the whole system

### Requires a Belief In

The power of the individual;

The underlying order of the system; sees  
the system as a living entity

### Relationship with the Whole

Understands the whole through the parts;

Understands wholes through connections,  
relationships, and networks; relational  
holism; fractals

### Information and In-formation

Seen as an object to be controlled;  
An objective interpretation possible;

Seen as creative energy; multiple interpretations-  
data waves;

Controlling information leads to death  
of system;

Information triggers change

### Change, Stability and Renewal

Closed system  
Change increases entropy and eventually  
leads to death; status quo is better than death;

Open system  
entropy is exchanged for more energy;  
change leads to ongoing renewal of life

Incremental change done through the parts;

Quantum leaps; surprises; action at a distance;  
assumes unbroken wholeness; discontinuous  
change

Labor hard to hold things together in order  
to combat entropy;

Facilitate open systems and change; equilibrium  
busters

### Implications for Work

Machine like principles used in  
structuring organizations;

Holographic, dynamic, living system principles  
used in organizing work

Vision used as a means of alignment with  
an underlying intent of control;

Meaning in form of vision acts as a strange  
attractor which defines the outer limits of the  
system; organizations have invisible fields – space  
is not empty; a vision in action creates a field  
that affects people in the organization

Product focus; goal is to fill the system  
with “stuff”;

Relationship focus; work to clear channels,  
networks, and relationships

Control is needed to keep system moving;

Harmony is needed to understand and to  
shape system

Focus on form, function structure and  
boundaries; lines of authority, responsibility, etc.

Focus on direction and purpose; structure  
and form change frequently