

# The Butterfly Effect

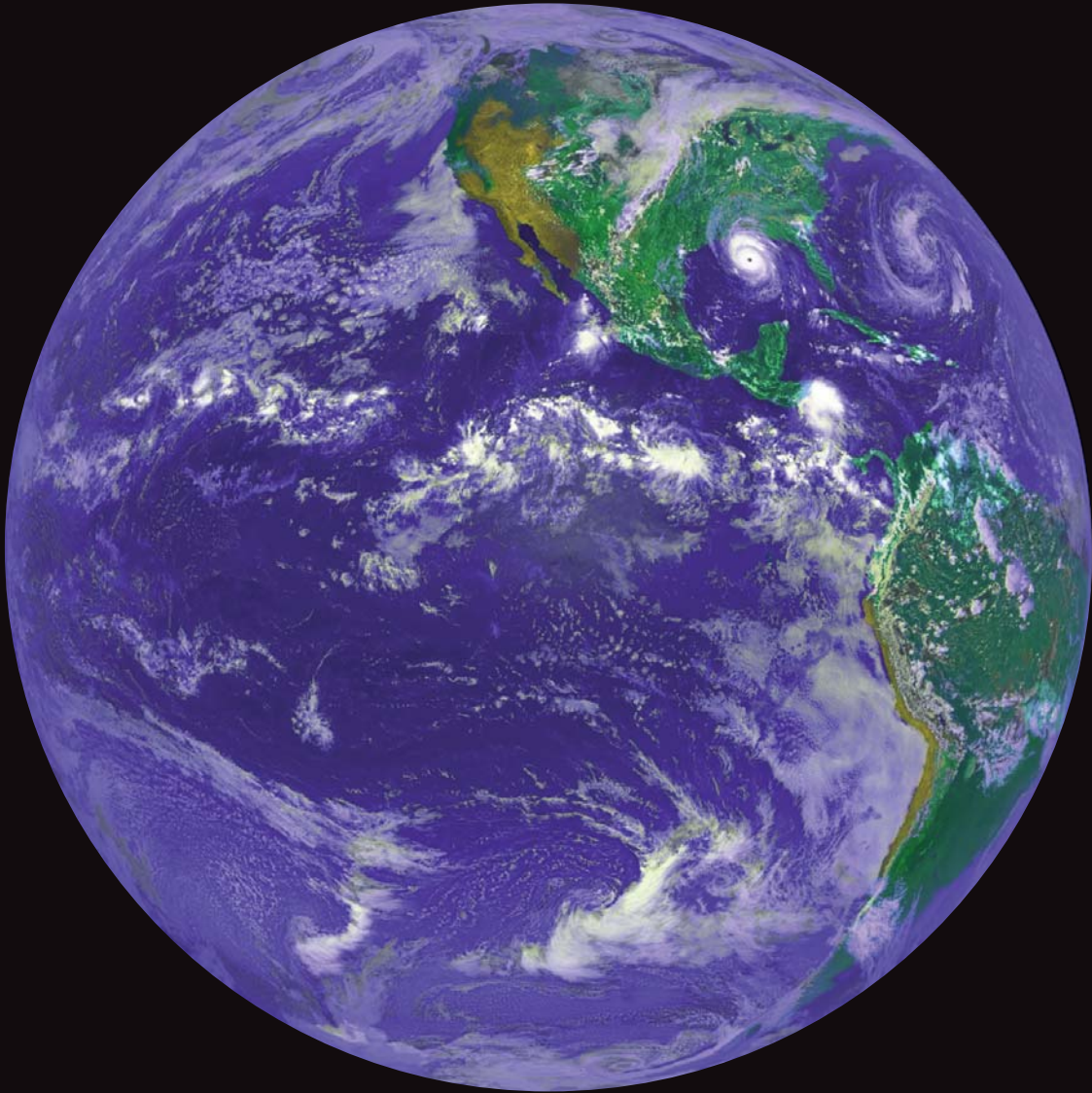
Create a company with a balance that ensures financial, sustainable and social growth



A small effort can have a great effect



# A world in balance



This picture was taken in 1972 on the Apollo 17 by the astronaut Dr. Edgar Mitchell.

”We urgently need a shared vision of basic values to provide an ethical foundation for the emerging world community.”  
Introduction to **THE EARTH CHARTER**

# A FAIR Future



The trend of more and more companies cooperating as partners requires durable long-term relations. Your company's success depends on your relations. It is no longer enough to look inward, we have to open up to new forms of organisation, which create the best conditions for the people and the environment, so that we do not create losers in our efforts to earn money and grow.

The awareness of the interests of our surroundings is increasing in these years. In Davos 2008, the World Economic Forum's focus area was the financial crises and climate changes with the headline "The Power of Collaborative Innovation". Thinking as a whole is on the agenda.

Many companies have realized that when their environment has a problem, they have a problem. Consumers demand responsibility from companies. Corporate Governance – good corporate management – is one of the themes which dominate the national, as well as the international agenda. Bribes and children's labour are now perceived as both socially and financially unacceptable. Corporate Social Responsibility (CSR) – good ethical behaviour and environmental sustainability – is now an important item on the agenda. These areas are important in every ordinary business and this is only the beginning.

The company can only predict its bottom line when it knows how its business relations and environment are doing. This tendency to think as a whole characterizes the future and depends on new forms of organisation, built on collaboration, trust and responsibility. The challenge for the leader is to show the way for the rest of his organisation.

The Butterfly Effect is the model that makes it possible for the leaders of the future to work systematically with these themes and for many The Butterfly Effect will be the whirr of the wings, which gives the companies a quantum leap in the competition to be the most successful, environmentally responsible and sustainable business.

**"Our lifetime marks the birth of Universal Humanity. We are the first generation to be aware of ourselves as one being. We are the first to accept responsibility for the future of the whole."**

**Futurist Barbara Marx Hubbard**

# The Butterfly Effect

The vision of mediationcenter is to inspire company leaders to think in a new way, and at the same time introduce them to a model that can be implemented and further developed in the organisation to the benefit of the company and its surroundings. We need new ways of thinking – models – which find

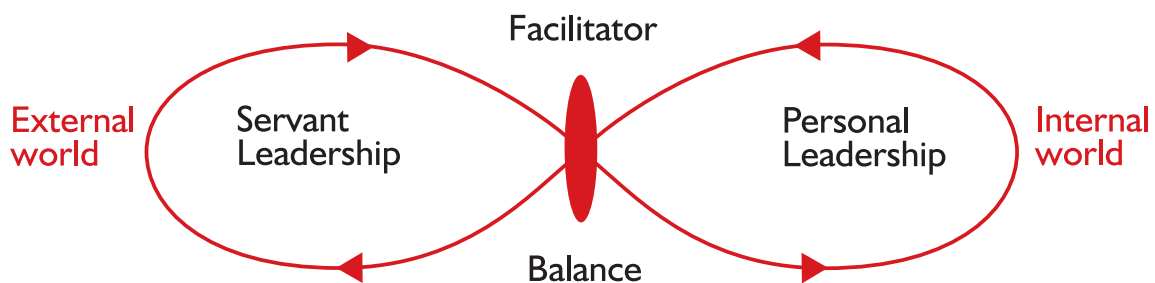
has in some connections had unpleasant consequences, for employees in the shape of stress and for the environment in the shape of pollution. This way of thinking leaves no space for finding global solutions that look after the interests of everyone.

”We cannot solve the problems because we are facing them with the same process of thinking that created them.”

the best in us and can free our full potential. mediationcenter has transformed Montesquieu’s distinctions of power which he created over 250 years ago. Montesquieu divided power into three areas – the legislative, the executive and the judicial power. This system based on rights has been implemented in the entire Western world and it is also reflected in the companies in our part of the world. This way of thinking has many advantages, but it has created the problem of having rather rigid systems and the competition to be quicker, better and cheaper. This

Based on this system of rights, we have created a **system of interests**.

- Instead of the legislative power - upper management  
- we have created a **Servant Leadership**
- Instead of the executive power - middle management  
- we have created a **Personal Leadership**
- Instead of the judicial power - the controller  
- we have created **the Facilitator**



Once balance has been achieved and the flow functions, the basis of the entire company has been created.

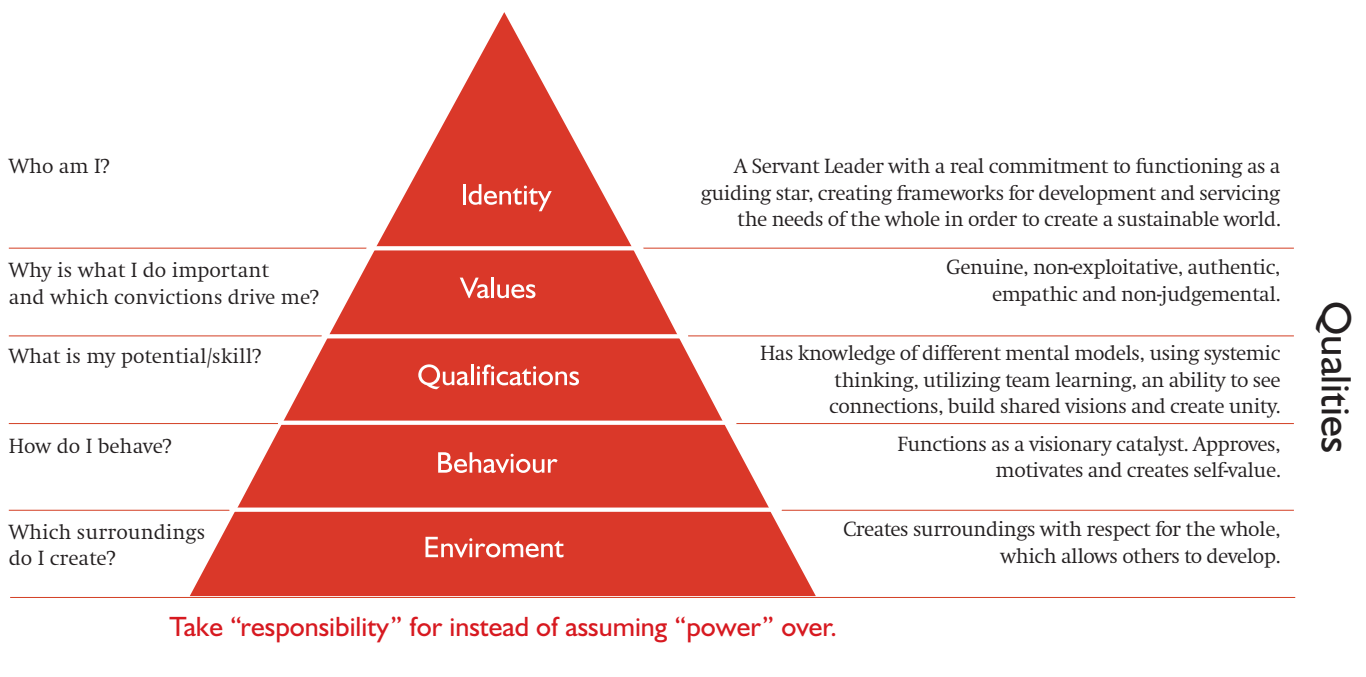
# Servant Leadership

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## Personal Leadership

### Facilitator

Servant Leadership - the one who creates the framework



"I don't know what your destiny will be, but one thing I do know: the only ones among you who will be really happy are those who have sought and found how to serve." Albert Schweitzer

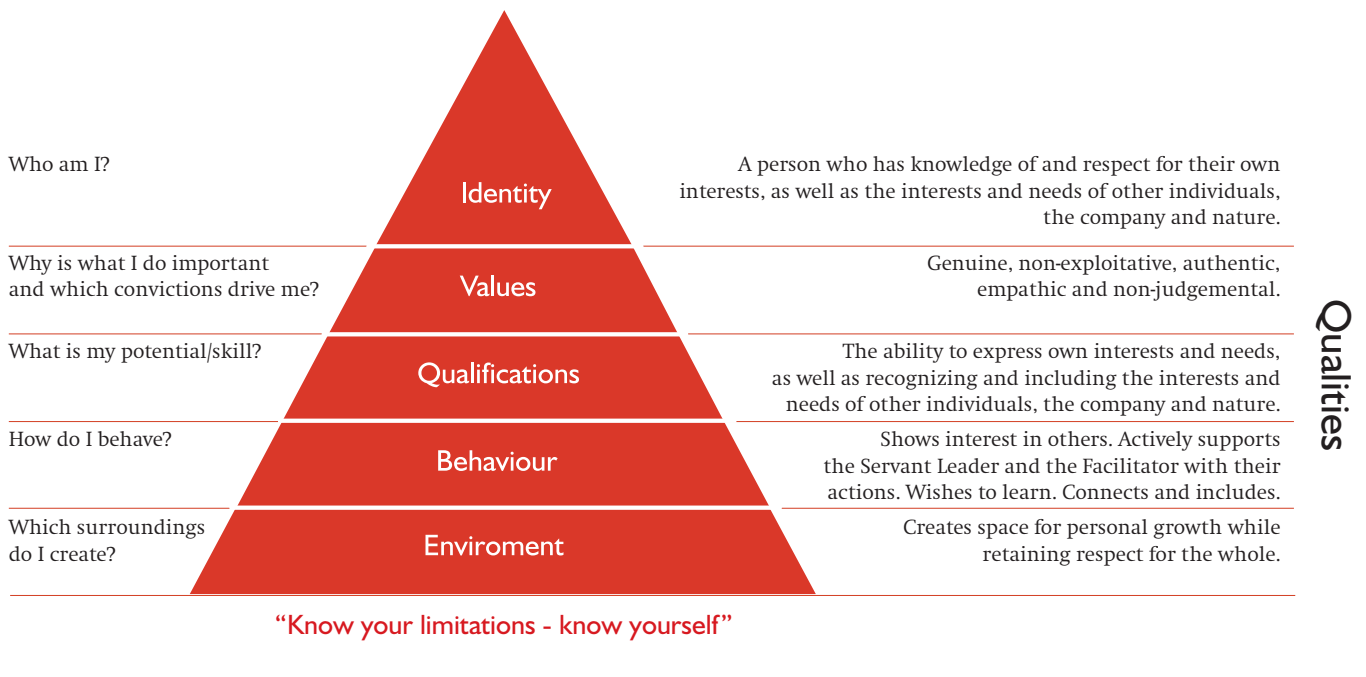
# Servant Leadership

## Personal Leadership

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## Facilitator

Personal Leadership - the one who fills the frames

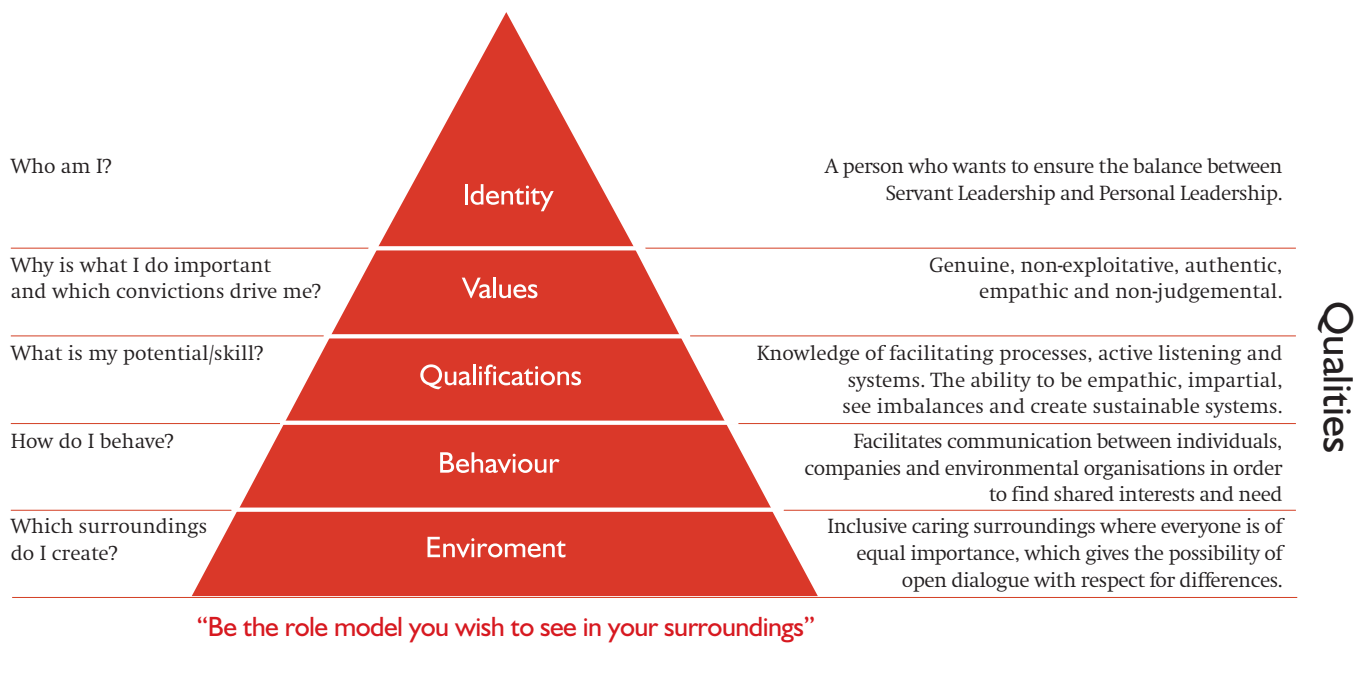


”Humility is not thinking less of yourself. It is thinking of yourself less.” Rick Warren

# Servant Leadership Personal Leadership Facilitator

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Facilitator - the one who ensures the balance



”It is only with the heart that one can see rightly; what is essential is invisible to the eye.” Antoine de Saint-Exupery

# Model for the FAIR and sustainable organisation

When this trinity is in place, interest-based relations are created with respect for the social, financial and environmental interests.



In a **FAIR** organisation all interests are respected and the basis for a more sustainable company is created. We can only create a sustainable world by being **FAIR**.

## For An Interest-based Relation



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Further information about  
dates, places and times  
can be found on our website.