

Human Development with Focusing

Principles and Fundaments



FECD
Fondo Ecuatoriano
de Cooperación
para el Desarrollo



Gestión Humana con
FOCUSING

Human Development with Focusing

Principles and Fundamentals

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Introduction

FECD has been working in the field of social development in Ecuador since 2005. Its 2010-2015 Strategic Plan establishes the Institution's vision as follows: "To be the pioneering, innovating, and leading institution in the permanent improvement of the living standards of the most vulnerable sectors in Ecuador, as a result of its institutional human development with levels of excellence."

FECD is striving to attain its vision by 2015, thereby consolidating the Institution as the leader in the field of sustainable development in Ecuador, with international recognition. The results being achieved, its Human Development Model with Focusing, as well as the way its team works, are sources of increasing interest among national and international communities. Indeed, many organizations are keen to understand, study, and share its model.

This document, entitled Human Development with Focusing, includes the principles and fundamentals of human interaction, within and outside of the Institution. These aspects were made possible due to **FECD**'s incorporation of Focusing (discovery of the American philosopher Eugene Gendlin, University of Chicago, 1963), as the transversal basis over which the process of **FECD**'s development and life are built.

January 2013

William Hernández
EXECUTIVE DIRECTOR
FECD

Mission and Vision

FECD is committed to Human Development with Focusing which is based on the growth and development of the individual, and allows for the sustainability of the Institution.

FECD's raison d'être is embedded in its institutional Mission and Vision:

Mission:

"To improve, in a sustainable manner, the living conditions of the most vulnerable groups in Ecuador."

Vision:

"To be the pioneering, innovating, and leading institution in the permanent improvement of the living standards of the most vulnerable sectors in Ecuador, as a result of its institutional human development with levels of excellence."

The Pause

The Pause is the essence of human interaction within and outside of the Institution. It constitutes a philosophy of life. It is the space granted to the body to perceive and to act, where thought occupies a specific and precise place. It is the space where the gap of perception and action widens. It is the access to the felt sense¹ and an implicit consideration of it. It is the basis for a more complete intelligence, where the intellectual and the bodily integrate. Creativity, attentive listening, the felt, assertiveness in decision making, and much more have arisen and will arise from the Pause. It is the essence of **FECD**'s principles and fundamentals.

FECD promotes the Literacy of the Pause as a possibility for peace in Ecuador and the world.

¹ Felt sense, a genius discovery by Dr. Eugene Gendlin, University of Chicago, 1963, the foundation of his Focusing and Process Model theory.

FECD's Principles and Fundaments

The principles and fundaments that the Institution promulgates are: INNOVATION, INTEGRITY and ATTENTIVE LISTENING.

INNOVATION.-

Means to create. It is to discover. It is to journey along the edge of uncertainty, of the unknown, of the not logical. It is to feel. It is to perceive, not only intellectually but also bodily and to act at the same time, from there. It is to allow the body's profound wisdom to arise, and provide the intellect with the precise space, to generate a movement towards life.

INTEGRITY.-

It is the authenticity of each human with him or herself. It is to express what one feels. It is to become aware of one's own truth and to act from there. It is to express what one has discovered. It is to move from what one feels, to what one feels. It is to grant the precise space and time to the intellect, acting from the experiential and the felt, by way of the Pause. It is to become aware of "being", implicating oneself into the context, all the time. It is to allow what arises, to "be."

ATTENTIVE LISTENING.-

It is to privilege the Pause. It is to accompany one's felt with respect and kindness, and from there accompany the felt of others. It is to pay attention to and give back, carefully and precisely, what the other expresses. It is to give space, both to the explicit or the superficial, as well as to the implicit or the profound. It is to trust in the body. It is to allow what arises. It is to perceive from the bodily. It is to give and receive. It is to learn together.

The FECD Context

The FECD Context.-

It is the space where the Pause and the felt change of the human being implicating him or herself towards life are promoted. A space where the individual and collective expression of the felt is valued and privileged, in order to be able to dream and create from the experiential, transcending excellence. It is the space to listen and to be listened to. A space where it is possible to flourish and attend to the profound felt, of both confusion as well as clarity, of the anguish as well as the plentitude of the human being with relation to his or her circumstances. It is a space to perceive with curiosity and fascination, both the institutional and personal limits, as well as the opportunities, and from there be able to create and expand possibilities by following the path of what moves towards life, accompanying the processes and not just the content. It is a space of in which authenticity and respect towards oneself, and towards everyone, are promoted. A space in which it is feasible to cooperate and learn together.

Creative Leadership

Creative Leadership.-

It is to create and open spaces so as to take advantage of human interaction within and outside the Institution, in order to listen to, attend and accompany what is being felt. Creativity, as it is conceived in FECD's principles and fundaments, can only flourish from the felt. This process enables opening and expanding the perception-action gap, where the felt and the intellectual integrate and complete themselves, generating an inexhaustible source of creation and innovation. It is to create spaces where everyone would like to live, share, listen and Pause.

Listening with Focusing

Listening with Focusing.-

Are spaces created so that any person can be heard by another (or others) on any matter, be it personal, family, technical, institutional, among others. This is where a more profound learning of the Pause, Attentive Listening and the “I Feel” Message is acquired, and where the conditions for a respectful and kind internal relationship to flourish are created. The felt processes are accompanied, generating movements towards life.

Cooperating and Learning Together

Cooperating and Learning Together.-

Attentive Listening allows one to enter into a context of respect, security, trust and freedom, in order to discover oneself, unceasingly. The various spaces generated within **FECD** for this purpose encourage joint learning processes in an environment of natural cooperation, respect and kindness towards everything that arises. The development of spaces for sharing the Pause, Attentive Listening and Focusing, are fomented within the Institution, its projects with communities and society in general.

The Implication with Life

The Implication with Life.-

The living body is implicated and occurring with the environment and the context with which it interacts. Taking it into account and listening to it by way of the Pause, implicates and generates new events and new implications in the environment, within the context and within one's body. The life of the human being is implicated with the life of his or her surroundings and the environment, all the time and permanently.

The “I Feel” Message

The “I Feel” Message.-

Relates to how each person expresses and communicates what he or she is feeling about him or herself, and not in reference to others. This form of communication is encouraged and allows for an authentic human relationship, in which everyone can express what they are feeling, beyond technical and cultural formalities. This allows for a communication that kindly and respectfully considers one's felt and the felt of others.

Privileging the Felt

Privileging the Felt.-

Means that any and every process or circumstance in which the human being is found is valued, whether in profound confusion, stagnation, blockage, or in a state of acute dexterity, lucidity, clarity and wisdom. We are aware that any state or circumstance felt as such by the human being, may change and move towards life, if provided with the space in which he or she can express what he or she is feeling and is accompanied and listened to attentively by another human being. This is another relevant aspect of Human Development with Focusing, listening and being listened to with regard to everything that is felt, not just the most definable or the most favorable, but everything that a human being is capable of expressing.

Management Processes with Focusing

Management Processes with Focusing.-

Are spaces in which attentive listening is privileged and where communication from the felt is encouraged with relation to any technical, personal or institutional matter. It is the privileged space for the Pause to take place, for the "I Feel" Message to become evident, and for attending, with interest and precision, the felt of the participants through Attentive Listening. It is characterized through unconditional respect and kindness towards everything that arises. It fosters equity and the absence of hierarchies and authority. This is where changes forward in technical, strategic, administrative, financial and personal matters are generated, and where the philosophy of our institutional principles and fundamentals acquires life.



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