Individuals, organizations ...all complex-adaptive systems...undergo constant change and rebirth along such a lifecycle:

Birth
- Within a New Paradigm
- Disruptive Practices
- Often Baffling to the System
- Require More Energy Than They Emit...in Bursts

Growth
- Becoming Mainstream
- Experimental Ideas
- “Emergent Practices”
- Gaining Momentum
- Emit Sustained Energy...More Than They Require

Vitality
- Mainstream
- Standards & Practices
- Last a Short Time
- Valuable, "Tried and True"
- Energy-neutral: Emit as Much Energy as They Require

Decline
- Starting to Lose Their Value
- "Red Tape"
- Replaced, or About to Be
- Require More Energy Than They Provide

Death
- Have Lost Their Value
- "The Way We Used to Do It"
- Healthiest When Fully Grieved
- Give Up Their Energy for New Ideas

Stasis
- Valued by key few
- "How it’s always been"
- Implicit Rules that exclude
- Churning, circular arguments
- Requires vast, unsustainable energy to hold in place
In terms of assumptions, beliefs, values, ideas, structures, and procedures... In which stage of life are various aspects of our organization?