



International Confederation of Christian Family Movements



HOLISTIC PLAN by Joe and Charito Hilario Philippines

Dear Friends,

We are participating in process of making work plans for our Diocese, Parishes, even Ministries or movements. Whatever is our concern, what we intend to accomplish is that we "make beautiful music together." Let us first review how this is done. There are basic elements needed:

1. We need to agree on what to play. We have to name the piece.
2. We need a musical arrangement to know how that musical piece will be played by each musician - when each one will come in and contribute.
3. Each one must have a mental recall how the music will sound.
4. Each one must master how to play his/her instrument.
5. The whole ensemble must learn to play together the musical piece.

In the business world, the above elements are called "disciplines" and labeled as:

1. Shared Vision
2. Systems Thinking
3. Mental Model
4. Personal Mastery
5. Team Learning

This is proposed in the book "The Fifth Discipline - The Art & Practice of The Learning Organization" by Peter M. Senge. Mr. Senge mentioned that IBM, GM, P&G had to learn the above lessons the hard way when they found themselves overcome by competition. It was not until they started applying these disciplines in their work plan that they have recovered. Companies like Shell, who earlier implemented these disciplines, are still on top of their field. Do these disciplines apply to the Church? After studying them carefully, I happily discovered that Jesus and His disciples applied them in their mission. They were the "originals".

1. Shared Vision - The vision of Jesus taught by Jesus to His disciples and summarized in the Road to Emmaus was used by the early



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Christians. See Luke 24:13-35 and Acts 2:42. The disciples shared or owned the vision of Christ.

- 2. Systems Thinking - This is the concept of the Body of Christ described by Paul from the concept of Vine and Flock by Jesus as the Leader.**
- 3. Mental Model - Of course, the model is Jesus Himself when He invited the disciples to come and see. The disciples wrote their experiences with Jesus in what we call the New Testament.**
- 4. Personal Mastery - Jesus walked with His disciples that they may learn from Him to have faith in Him and the Father, that each one to become "fishers of men" following Jesus.**
- 5. Team Learning - The disciples were sent in twos or in teams to get first hand or on-the-job training on how to do the mission. They did a lot of dialogue, and feedback. They were a learning community. I believe that we should do no less.**

May we work together in putting the above into practice in our Diocese, Parishes, even Family & Life Ministry or CFM?