

In The Name Of GOD

IMAGES OF
ORGANIZATION

CHAPTER 7

EXPLORING PLATO'S CAVE:
ORGANIZATIONS AS PSYCHIC
PRISONS

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Key Words

- Mind traps
- Narcissism
- Unconscious
- Psyche
- Psychoanalytic
- Groupthink
- Patriarchal
- Dominance
- Immortality
- Defence mechanisms
- Anxiety
- Teddy bears
- Shadow
- Archetype
- Black hole

Introduction

What is *Psychic Prisons*?

Plato's "*The Republic*":
A Cave With Prisoners

THE TRAP OF FAVORED WAYS OF THINKING

WAYS OF SEEING BECOME WAYS OF
NOT SEEING

- Icarus Mythology

BLINDED BY GROUPTHINK

- Bay Of Pigs

ORGANIZATION AND THE UNCONSCIOUS

S. Freud:

Rational Reality

&

Concerns Lie Beneath Conscious

ORGANIZATION AND THE UNCONSCIOUS REPRESSED CONCERNS

- The Case Of F. Taylor
Freudian Psychology (Exh 7.1)
- Organization And Control Of Body
- Psychoanalytic Organization Theory
Shape Of Organization &
Unconscious Concerns

ORGANIZATION AND THE UNCONSCIOUS

ORGANIZATION AND THE PATRIARCHAL FAMILY

- *Dominance Of Male Values*

Male Values Use Fear & Dependence

Female Values Use Creativity, Trust & Love

ORGANIZATION AND THE UNCONSCIOUS

ORGANIZATION AND ANXIETY

- *CHILDREN*
- Defence Mechanisms In Groups

Dependency

Pairing

Fight-Flight

ORGANIZATION AND THE UNCONSCIOUS

ORGANIZATION AND ANXIETY

- Defence Mechanisms In Organization
Individual Or Groups As
Organizational *Scapegoats*
- The Unconscious And Corporate Culture
Manage Culture

ORGANIZATION AND THE UNCONSCIOUS

ORGANIZATION & TEDDY BEARS

- The Theory Of Transitional Objects
- Unconscious Blocks To Innovation & Change
- Helping People Move On

Be Patient

ORGANIZATION AND THE UNCONSCIOUS

ORGANIZATION, SHADOW & ARCHETYPE

- Organization And Shadow
 - “The Other Within”
- Organization And Archetype

ORGANIZATION AND THE UNCONSCIOUS

THE UNCONSCIOUS: A CREATIVE & DESTRUCTIVE
FORCE

STRENGTHS

- THE METAPHOR ENCOURAGES US TO CHALLENGE BASIC ASSUMPTIONS ABOUT HOW WE SEE AND EXPERIENCE OUR WORLD
- **WE GAIN IMPORTANT INSIGHTS INTO THE CHALLENGE OF ORGANIZATIONAL INNOVATION AND CHANGE**

STRENGTHS

- THE 'IRRATIONAL' IS PUT IN NEW PERSPECTIVE
- **WE ARE ENCOURAGED TO INTEGRATE AND MANAGE COMPETING TENSIONS RATHER THAN ALLOW ONE SIDE TO DOMINATE**
- ETHICAL MANAGEMENT ACQUIRES A NEW DIMENSION

LIMITATIONS

- A FOCUS ON THE UNCONSCIOUS MAY DEFLECT ATTENTION FROM OTHER FORCES OF CONTROL
- **THE METAPHOR UNDERESTIMATES THE POWER OF VESTED INTERESTS IN SUSTAINING THE STATUS QUO**
- THERE IS A DANGER THAT THE INSIGHTS OF THE METAPHOR CAN BE USED TO EXPLOIT THE UNCONSCIOUS FOR ORGANIZATIONAL GAIN

GOOD LUCK

