

# Comparative Analysis

## Silos & Hierarchies vs. 4th Wave - Whole Systems

**Fear-based:** potential retaliation for not following hierarchical protocols in making contributions

**Empowering:** encourages pro-active contribution and involvement

**Reductionist:** limits access and use of resources and people based on jurisdictional boundaries

**Expansive:** breaks-down and through the boundaries that limit resource sharing - leveraging connection

**Withholds information** limits sharing - predicated on hierarchical boundaries on a need to know basis

**Expands information:** cross-pollination of information leverages resources, input, ideas and outcomes

**Limited decision-making:** predicated on authorities of hierarchical status which constricts, exchange, input and creativity

**Unlimited decision-making:** Encourages decision-making at all organizational levels creating dynamic exchange and environments of creativity

**Work identity:** directed and/or dictated or defined by the hierarchy

**Work identity:** Self-defined and recognized by the integrity of leadership and value of contributions made