

# ACI History and Organization

Associated Consultants International (ACI) was a not-for-profit business association, founded in 1971 as a chapter of the International Association of Applied Social Scientists. Original members primarily were trained by Wayne Boss at the University of Colorado, and by National Training Laboratories (NTL).

The organization functioned best at around 25 members. Some members were part of the organization for over forty years. Members were both internal and external consultants, and learned from each other how to be exemplary partners in client organizations.

ACI functioned as a distributed leadership organization, with each committee providing a member to the Coordinating Council (CC). The CC provided synchronization and made decisions for the body as a whole. As needed, the membership was surveyed to help the CC reach decisions.

## Organizing Principles:

ACI was comprised of experienced, reflective professionals who were passionate about their fields and committed to introspection, self-discovery and contributing to the good in their many communities and the world. In order to provide a safe environment with opportunities for learning, feedback and self-discovery, and relationships that enabled bringing out the best in themselves, other people, and organizations, ACI adopted these principles:

- We are engaged because we want to be.
- Our minimalist structure is administratively simple.
- This organization exists to serve its members and adapts to meet their changing needs.
- We are committed to our own and each other's growth, which entails both the willingness and capacity to give/receive feedback, even when it is uncomfortable.
- We respond to each other's requests for mutual inquiry and learning.
- Meeting attendance was permeable; any one could come to any general meeting.
- Membership involved a discernment process that reflects our operating principles.
- Meeting content and designs were flexible. Program / meeting sponsors were responsible for logistics (location, time, content, format, etc.).
- Regular dues were collected only to cover costs.

Programs were chosen and run by an individual or team, and included topic programs, member retreats, peer consultation, and large group meetings open to all area consultants and teachers.