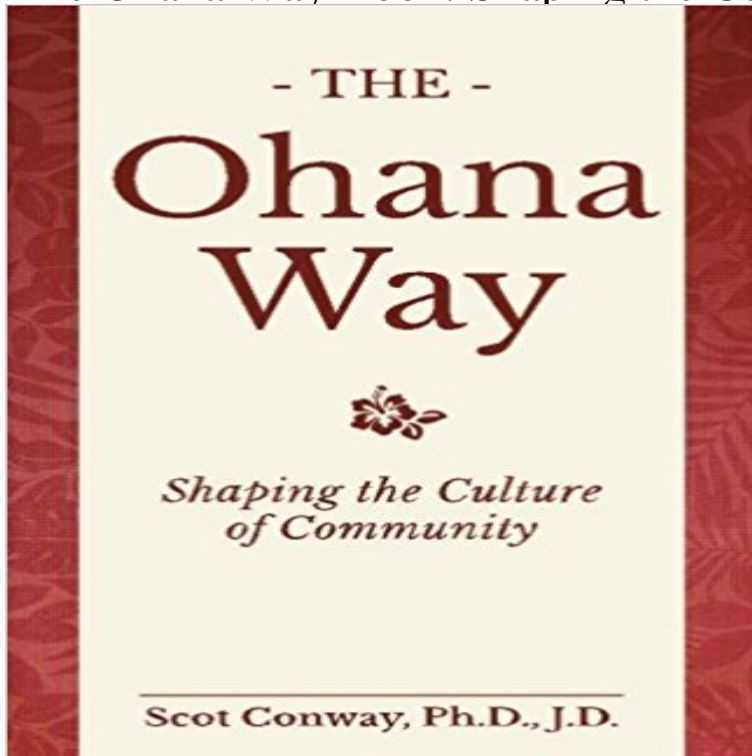


The Ohana Way Book: Shaping the Culture of Community



People leave people. In jobs, more than 7 in 10 of people who quit a job leave because of a boss or organization culture. In volunteer groups, the same is true. With social groups, the numbers are undoubtedly higher. What if we could reverse that?

Creating a Culture of Community is a key to keeping your community together. Having some organized, easy-to-understand system to do just that is important. That's just what THE OHANA WAY is for you: A powerful toolbox to help people connect and stay connected in a positive, powerful way. THE OHANA WAY BOOK is the complete manual on The Ohana Way. You'll find The Ohana Way Five-By-Five with 25 more chapters diving deep into Oasis, Harmony, Assertiveness, Nobility, and Aloha, plus more chapters explaining how to apply Ohana in your group, organization and family. If you want a short introduction, see THE OHANA WAY REPORT.

Here's the really, really short version of what Ohana means, right out of a Disney movie: OHANA Ohana means family, and family means no one gets left behind or forgotten. (Lilo and Stich, 2002) Ohana means family. Family is much more than those related by blood or marriage. It does include them, of course. It also includes friends, calabash cousins, and anyone with whom you share enough in common that you might consider them ohana. One aspect of this shows up in a simple term: Hawaii. When people connected to the islands do nice things for one another, they sometimes call it simply Hawaii. When someone used to live in Hawaii but they have left behind that kind of natural generosity common in the islands, they sometimes say They aren't Hawaii anymore. Ohana means family. Family includes those bonded by affection and something in common. It represents an ideal that we illustrate by using ohana as an acronym. Technically, that means we

should always have periods between our letters as in O.H.A.N.A., but we often dispense with the periods and just write it OHANA or even just capitalize Ohana. This way we know we were talking about our five-part acronym. OHANA means: O-Oasis H-Harmony A-Assertiveness N-Nobility A-Aloha Each one of these elements has a more complete, deeper expression than this (which we explore in future chapters). As a starting place, this is what we mean: OASIS Be a Refreshing Refuge. Being an Oasis and helping create an Ohana Oasis means I always make it better by being here. I help create a refuge from the usual, the annoying and the difficult. HARMONY Embrace Infinite Diversity in Infinite Combinations Aimed at Greatness. Great music is made from melody and harmony. Many instruments, notes, and singers work together to make all sorts of different and amazing music. Harmony means we don't have to be alike to be together. ASSERTIVENESS Moving Forward on Purpose with Respect for Others. We Live Life on Purpose. We live assertively, learn assertively and love assertively. We practice assertive listening, assertive relationships, assertive parenting, and assertiveness in any and all areas of life. NOBILITY Be our Highest and Best Selves. The metaphor of the Royal Knight dives deep into our ideals of princeliness and princessliness in their highest and best forms. We pursue knightly chivalry and samurai bushido in service to high ideals. ALOHA Love in All Its Many Meanings and Manifestations. Love is I want the best for you, I want to be the best for you, and I want you to have transcendent joy. Aloha also includes hello and goodbye in Hawaiian.

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