



Alchemical Transformation

During the last century C.G.Jung brought into light the psychological symbolism of Alchemy. Ever since many of its dimensions and applications have been studied on fields beyond psychology and analysis; also a lot of methodological tools have been developed to support them.

Most of these use the 4 elements (*earth – water – air - fire*) and the process of transformation from one to another (according Empedocles and Aristotle) along with the basic Jungian Archetypes (*Shadow, Anima – Animus, Self*) and the Synchronicity theory.

Among them, perhaps the most known is the model of Alchemical Transformation, which is carried out in *three stages* and in a *non-linear way*. These stages and their symbolism in organizations follow:

- a) **Nigredo** (*blackening*) symbolizing the dark night of the soul and corresponding to the burn out of the organization, the deep crisis and the loss of ethos.
- b) **Albedo** (*whitening*) symbolizing the denudation until the substantial nature of the organization, which leads to the quest of its true soul.
- c) **Rubero** (*reddening*) symbolizing the return of passion and enthusiasm and indicating the commitment for action for a new beginning.

Ellen Wingard starts from the first stage, where Shadow rules, meaning the loss of meaning, sabotage, cynicism etc. She deals with organizational shadow through 4 non linear and very tensed processes, corresponding to the 4 elements.

- a) **Calcination** (burning) of the organizational illusions (*fire*)
- b) **Dissolution** of the deeper essences in emotions (*water*)
- c) **Separation** of the substantial priorities (*air*)
- d) **Conjunction** of the opposites in a new unity and action (*earth*)

Special attention is given to the existence of a safe environment (*hermetic vessel*) within which Alchemic Transformation takes place.

As Benyamin Lichtenstein indicates, passing the critical threshold of linearity enables the creation of synchronicity moments (meaningful coincidence, moments of Grace) and leads to the emergence of a new order.