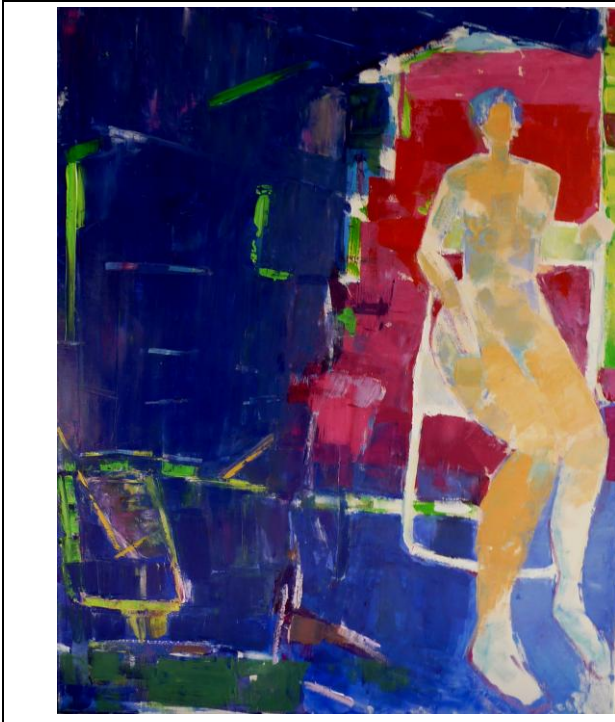


Hans Jørgen Henriksen

Bricks without mortar



The global warming girl (80x100 cm)



Organizations are bricks without mortar (80x100 cm)

Organisation- in-the-mind is what the individual perceives in his or her head of how activities and relations are organized, structured and connected internally. It is a model internal to oneself, part of one's inner world, relying upon the inner experiences of my interactions, relations and the activities I engage in, which gives rise to images, emotions, values, and responses in me, which may consequently be influencing my own management and leadership, positively or adversely... (Hutton, Balzagette and Read, 1997).

Introduction

In 1911 the art group "Der Blaue Reiter"(Blue Knights) founded in Munich by Wassily Kandinsky and Franz Marc. The group who edited the accompanying almanac also included Paul Klee, Marianne von Werefkin, August Macke and Gabrielle Münter. The group's goals were with the painting to express the artist's innermost feelings and anti-materialist values in a backlash against modernity, and thus through experimental freedom create space for diversity in contemporary art. Focus was directed upon man's psychological situation and the internal mental images. Kandinsky distinguished between (in increasing level of abstraction): "Impressions" with respect to a naturalistic model that stimulates the artistic design with preserved form diminutives; "Improvisations", images arising spontaneously and immediately fixing the "inner tones" on the canvas, and "Compositions", which are more thorough abstract paintings, which are the result of a prolonged construction process, with numerous preparatory drawings and oil sketches (Kandinsky, 1912).

Today, 100 years later organizations appear with relatively open borders, the organizational psychologists James Krantz and Larry Gould has characterized this by the metaphor: "bricks without mortar". Krantz and Gould believe that dysfunctional, paranoid-schizoid organization cultures weaken the

ability of individuals and groups to align the organization-in-the-mind with the organization-in-reality. I believe that Krantz and Gould here are a bit too static. Development is the process of creativity driven by the paranoid-schizoid also. One must therefore zigzag between the Klenian paranoid-schizoid and depressive positions. I use the self-invented term "zonation painting" to characterize my painting process. With my zonation paintings I put emphasis on integrating lines, tones, colors and emotions to paintings in oil and acrylic on canvas, from both an improvising (spontaneous) but also thoughtful process. This leads to sometimes figurative, sometimes abstract images, but expressionistic and responsive to restraining the "inner ring" to canvas.

What matters in art is therefore to be challenge, to question, to experiment and to stay in the process. Who wants to be a Herup in a lifetime, if you are able to evolve constantly as a Picasso, Klee, Gauguin, Cezanne or for that matter a Diebenkorn did.

I myself am a skilled figurative-abstract expressionist artist inspired by Cezanne, Kandinsky, Klee and many others. I work with hand drawings in Copenhagen in summer, followed by spontaneous and improvised paintings in oil and acrylic on canvas in a studio in Lyngby during the winter. I confess that I still haven't done my first proper composition, I am after all only a hobby artist, with a full-time work in hydrological modeling and integrated and adaptive water resource management at the Geological Survey of Denmark and Greenland (GEUS).

List of exhibited paintings:

1. <i>Girls in the Cybergallery (80 x 100 cm, acrylics)</i>	8000 kr
2. <i>Indirect from my heart (80 x 100 cm, oil)</i>	8000 kr
3. <i>Psychodynamic spring (80 x 100 cm, oil)</i>	8000 kr
4. <i>Blue candles on rose background (60 x 80 cm, oil)</i>	4800 kr
5. <i>The global warming girl (80x100 cm, acrylics)</i>	8000 kr
6. <i>Group orange (60x80 cm, acrylics)</i>	4800 kr
7. <i>Organisations are bricks without mortar (80x100 cm, acrylics)</i>	8000 kr
8. <i>Red and blue zones (70x70 cm, oil)</i>	6000 kr
9. <i>Semi yellow (70x70 cm, oil)</i>	6000 kr
10. <i>Red zones (70x70 cm, oil)</i>	6000 kr
11. <i>Zonation painting one (40x50 cm, oil)</i>	4800 kr
12. <i>Picknick (100x80 cm, acrylics)</i>	7500 kr
13. <i>The Ørsted park (80x100 cm, acrylics)</i>	4000 kr
14. <i>Hunting suicide bombers in the clouds (70x50 cm, acrylics)</i>	3400 kr
15. <i>Croquis (80x60 cm oil)</i>	4500 kr
16. <i>Hope (115x90 cm, oil)</i>	8300 kr
17. <i>The road (70 x 50 cm, acrylics)</i>	2000 kr
18. <i>The passage of the marshes (50x50 cm, oil)</i>	3000 kr
19. <i>Green day (80x65 cm, oil)</i>	5200 kr
20. <i>Green bay (70x70 cm, oil)</i>	6000 kr
21. <i>No more skiing in this mountain (80x80 cm, acrylics)</i>	3800 kr
22. <i>Polytechnicians on a tour (80x80 cm, acrylics)</i>	7700 kr
23. <i>NGOs at the Storm bridge (80x80 cm, acrylics)</i>	5100 kr
24. <i>Down under (95 x 83 cm, oil)</i>	5000 kr
25. <i>Red sunset boulevard (80x80 cm, acrylics)</i>	6400 kr
26. <i>Fusil contra fusil (80x60 cm, acrylics)</i>	6000 kr
27. <i>Land of shadow (30x40 cm, oil)</i>	1500 kr
28. <i>Blue green roof mosaic (80x100 cm, oil)</i>	8000 kr
29. <i>Enough ducks and neon (100x80 cm, oil)</i>	6400 kr
30. <i>Painter and his model (60x80 cm, oil)</i>	6000 kr
31. <i>Pastel/tegninger (A4 pr. stk.)</i>	1000 kr.
32. <i>Pastel/tegninger (A3 pr. stk.)</i>	2000 kr.

I have in the past few years participated in international group exhibitions in Tuscany, Tel Aviv and London and have in the past 10 years exhibited my paintings in a variety of solo exhibition in Danish companies and galleries (www.zonering.dk).