

Working with Complexity

A Transformational Leadership and Facilitation Workshop

In this day and age, as we recognise the complexity of our organisations, when problems are increasingly complex and there is no simple cause and effect we, as leaders and facilitators, cannot pretend that we have the answers.

This 3-day highly experiential workshop has been created to help you hone the critical skills required to work with this complexity. In this intensive "hands-on" experience, you will have the opportunity to discover, put into practice and adopt as your own, the thinking, methodologies and techniques used by some of the world's best and brightest leaders and facilitators of organizational learning, change and transformation. You will also have an opportunity of processing your own key change and transformation issues using a series of methodologies and techniques, and developing appropriate strategies and first step actions.

CONTENT OVERVIEW

Theories and Assumption

- Organisations as complex living systems:
 - **Consciousness** in the Organizational mind.....***If you wish to change the system profoundly, you must change its mind profoundly.***
 - The power of **Connectivity**.....The power necessary to change a system is found in the intricate field of relationships - not in positions or individuals, no matter how much authority they may wield.
 - The dynamic nature of **Indeterminacy**The answer to the "how?" of change must be made up as you proceed.
 - **Dissipation**: The art of falling apart, intentionally.....systems can only emerge to higher and higher orders of complexity by "falling apart".
 - **Emergence** from within..... Control costs, order is for free!
- Learning from the Future as it Emerges - an introduction to the work of Otto Scharmer
- Group dynamics - an introduction to group process and the work of Arnold Mindell
- Rank and Rankism
- Understanding Choice
- Understanding how our actions create our future
- Understanding how raised levels of consciousness lead to a greater number choicesExploring Paradoxical Leadership
 - Allowing : Paradox of direction without directives
 - Accessible: Paradox of visible and invisible
 - Attuned: paradox of knowing and not knowing

Methodologies and Techniques

- Cognitive maps and working with cognitive maps
- Working with Rank and Rankism

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- Relationship mapping
- Generative Conversations
 - *Conversations for Generating Relationships*
 - *Conversations for Generating Possibilities*
 - *Conversations for Generating Action*
- Developing "our own" (not importing) models and guidelines for Transformational Leadership.
- Application of **our** models and guidelines to our current priorities.



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