

Innovate Organisations From Ego To Eco



#2019



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What is this “Human Systems Design”
story about
?

Orgs who want to change
and, in the same time, they
perceive change as a threat

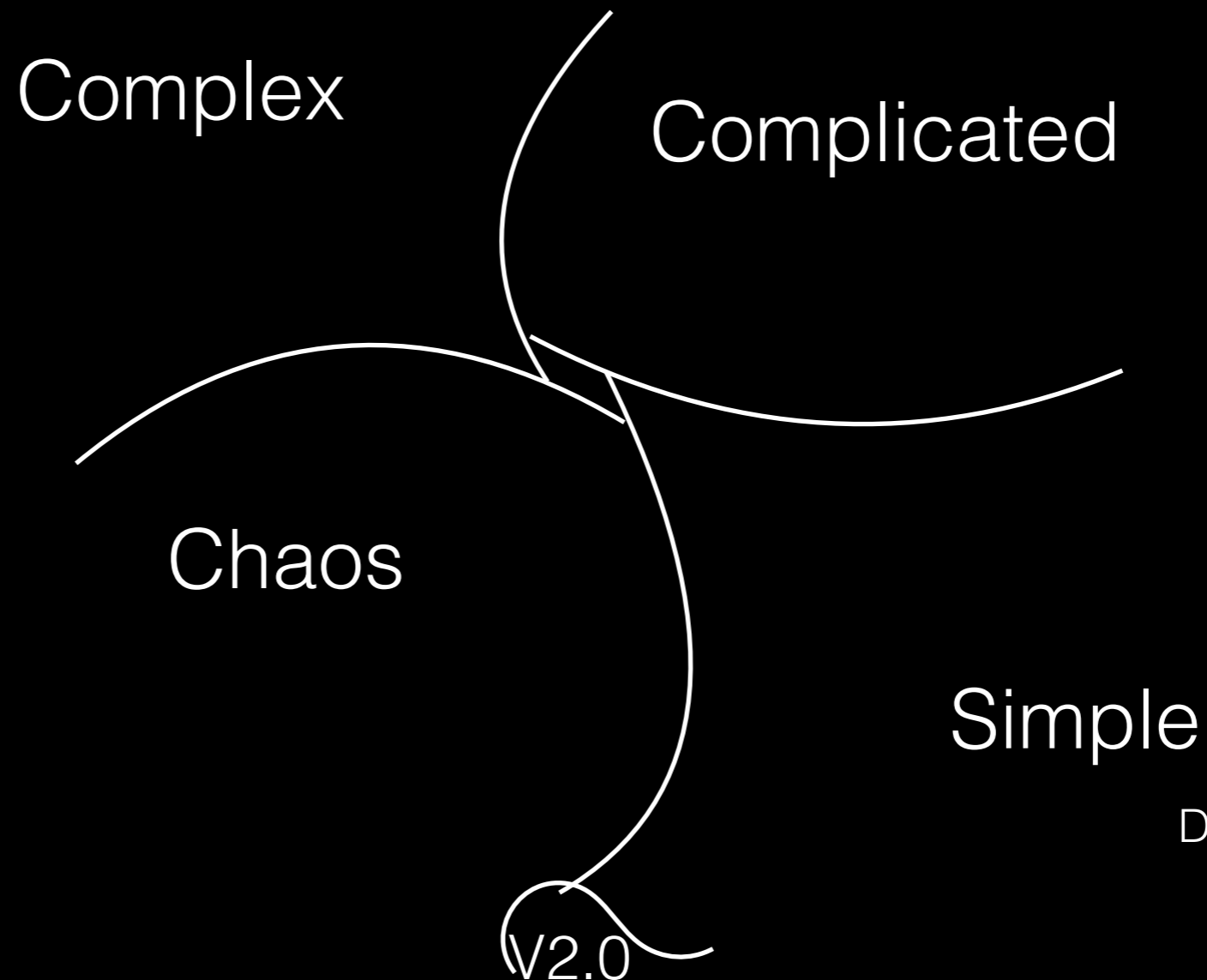


Our brain loves patterns :)

A systemic Pattern for Reality...

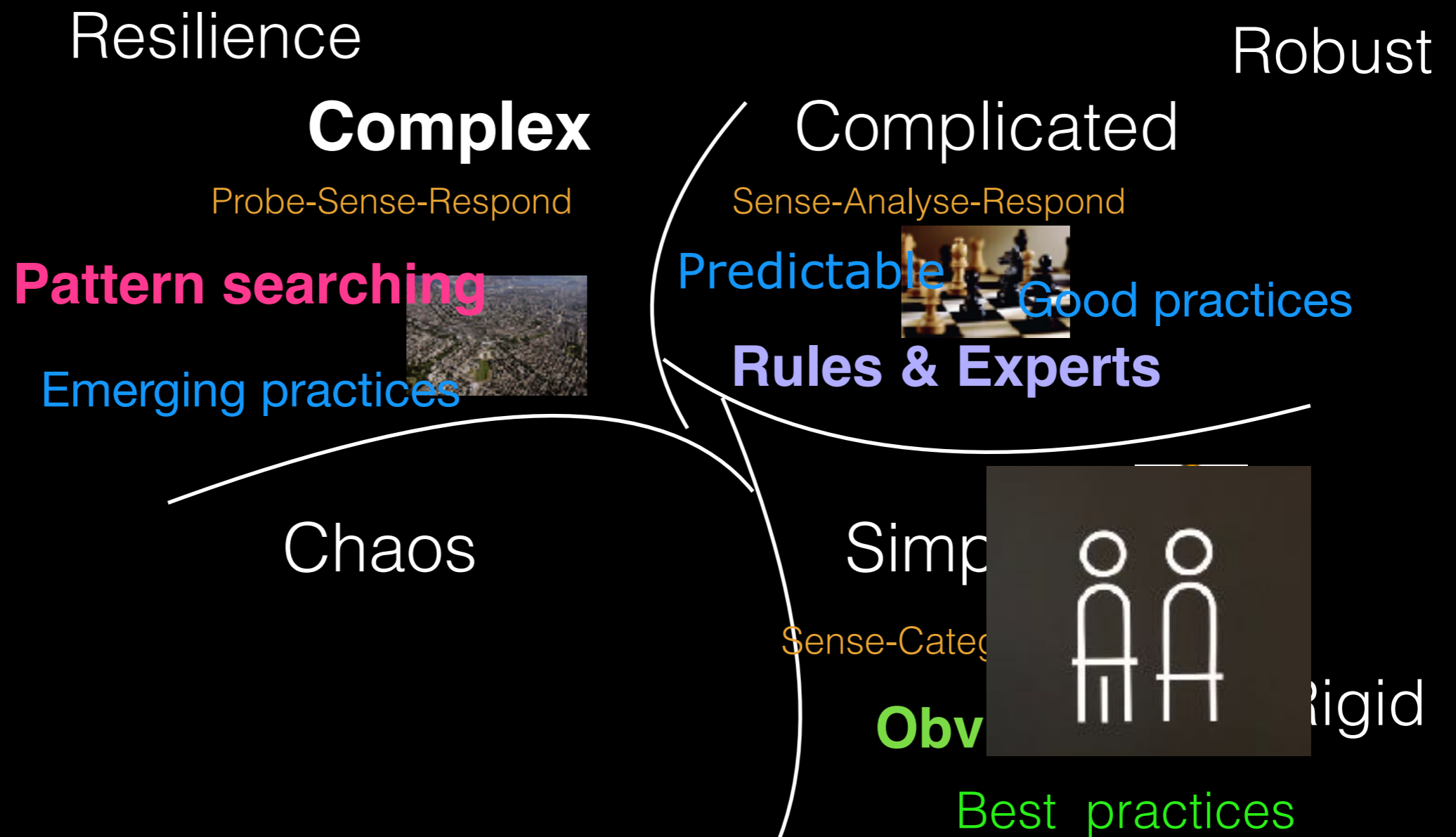
2 Illustrate levels of Threat

The Cynefin* Model



Dave Snowden

Threat Level Perception goes higher



Fractal systems are resilient

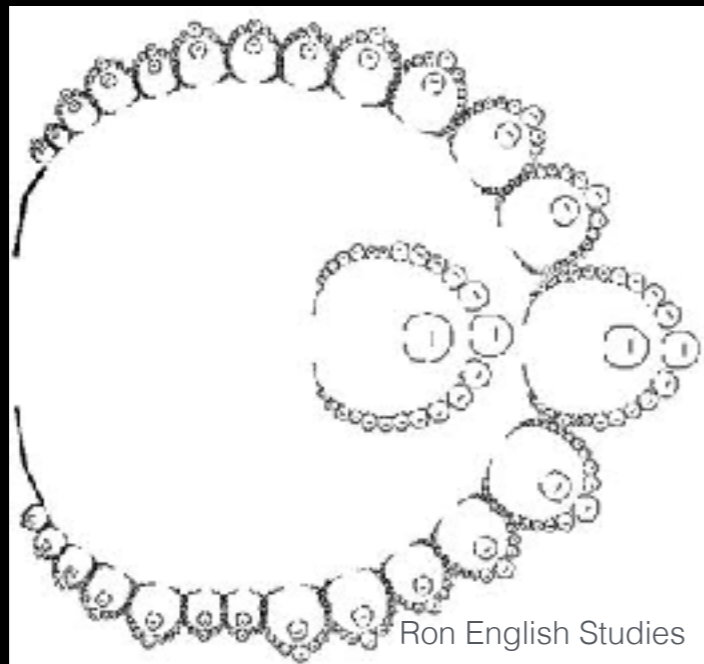


look for patterns



“Elastic response”

Fractal Architecture

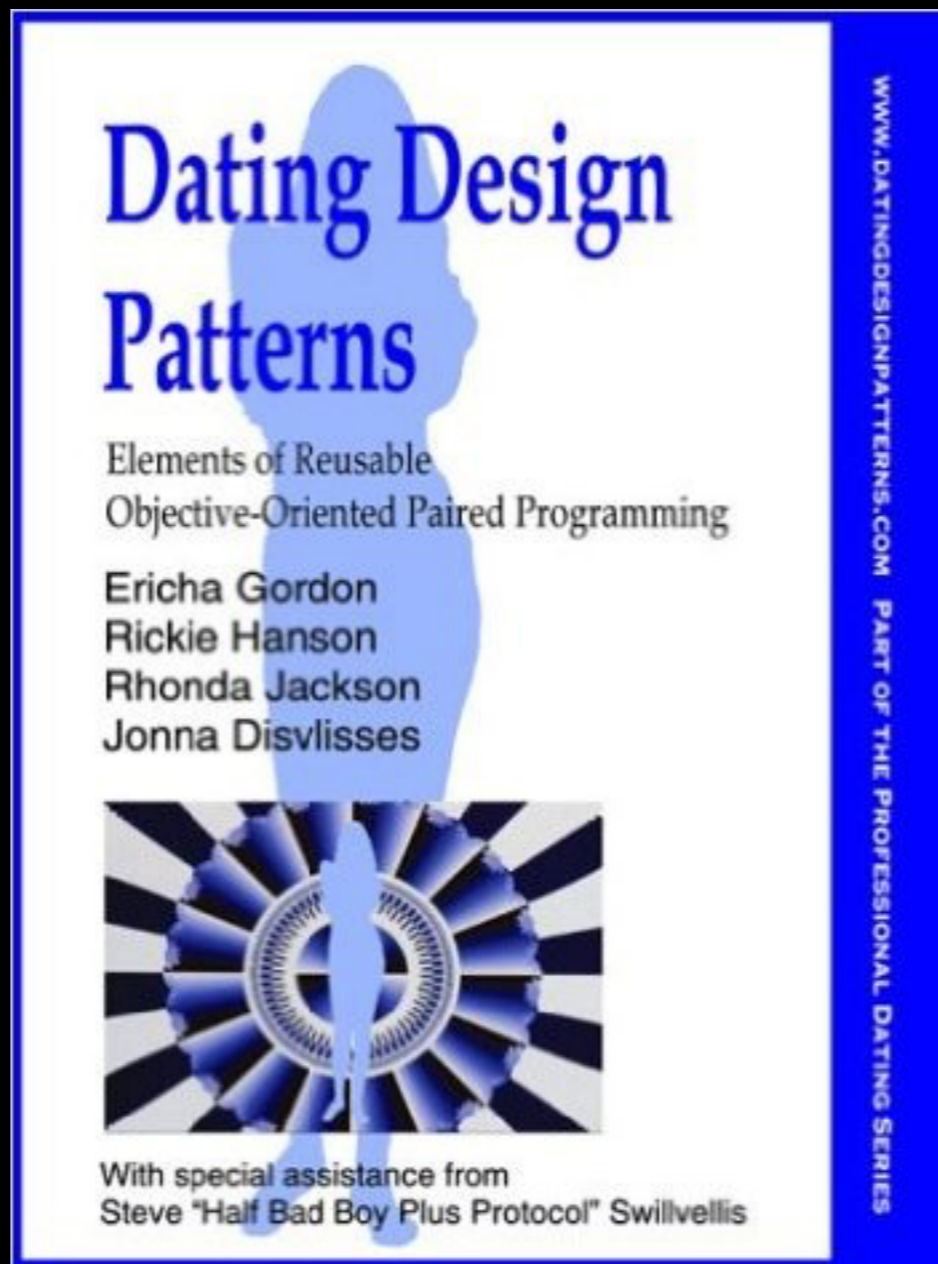


915 103 765

8 LEGO bricks



...You'd be surprised how much we like patterns :D



Gentle Warning

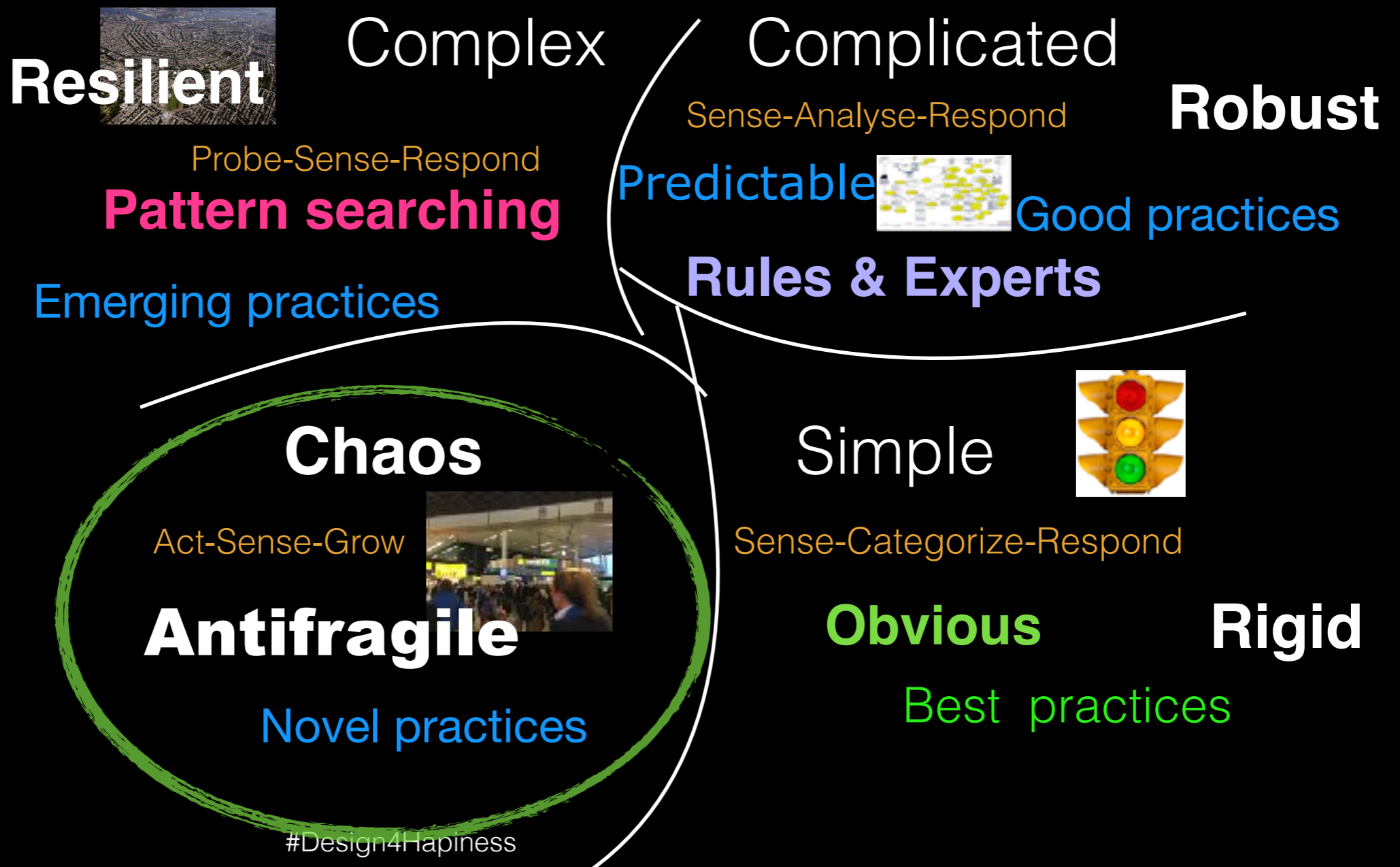
Patterns lead to (new)
cognitive biases

Gentle Reminder



Nature does not design for performance, it designs for resilience

The Tipping Point Threat is at its climax



#Design4Happiness

Antifragile* Systems



Nature is
Antifragile



Antifragile
systems are a
learning
continuum



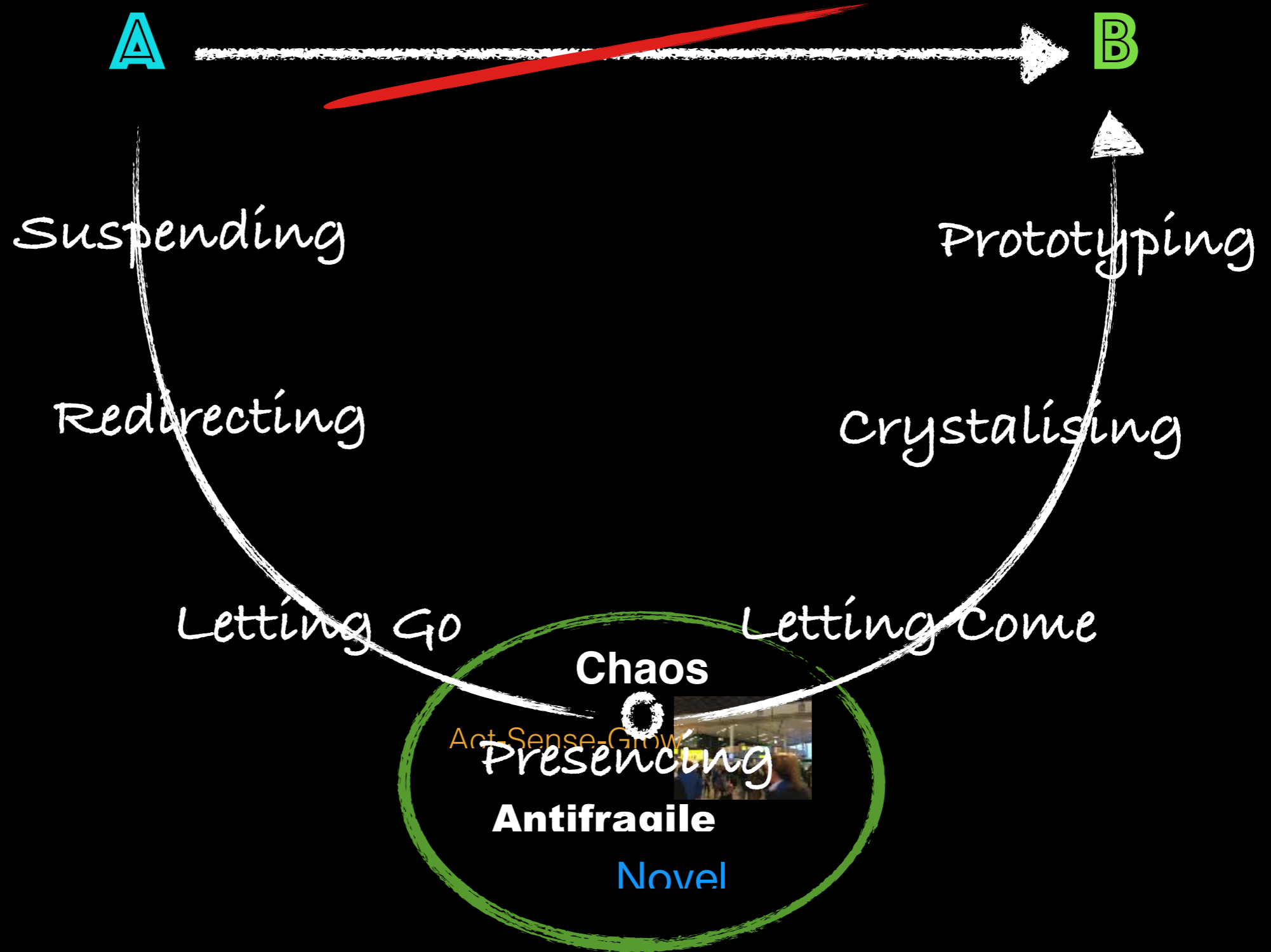
*Nassim Taleb

Theory U*

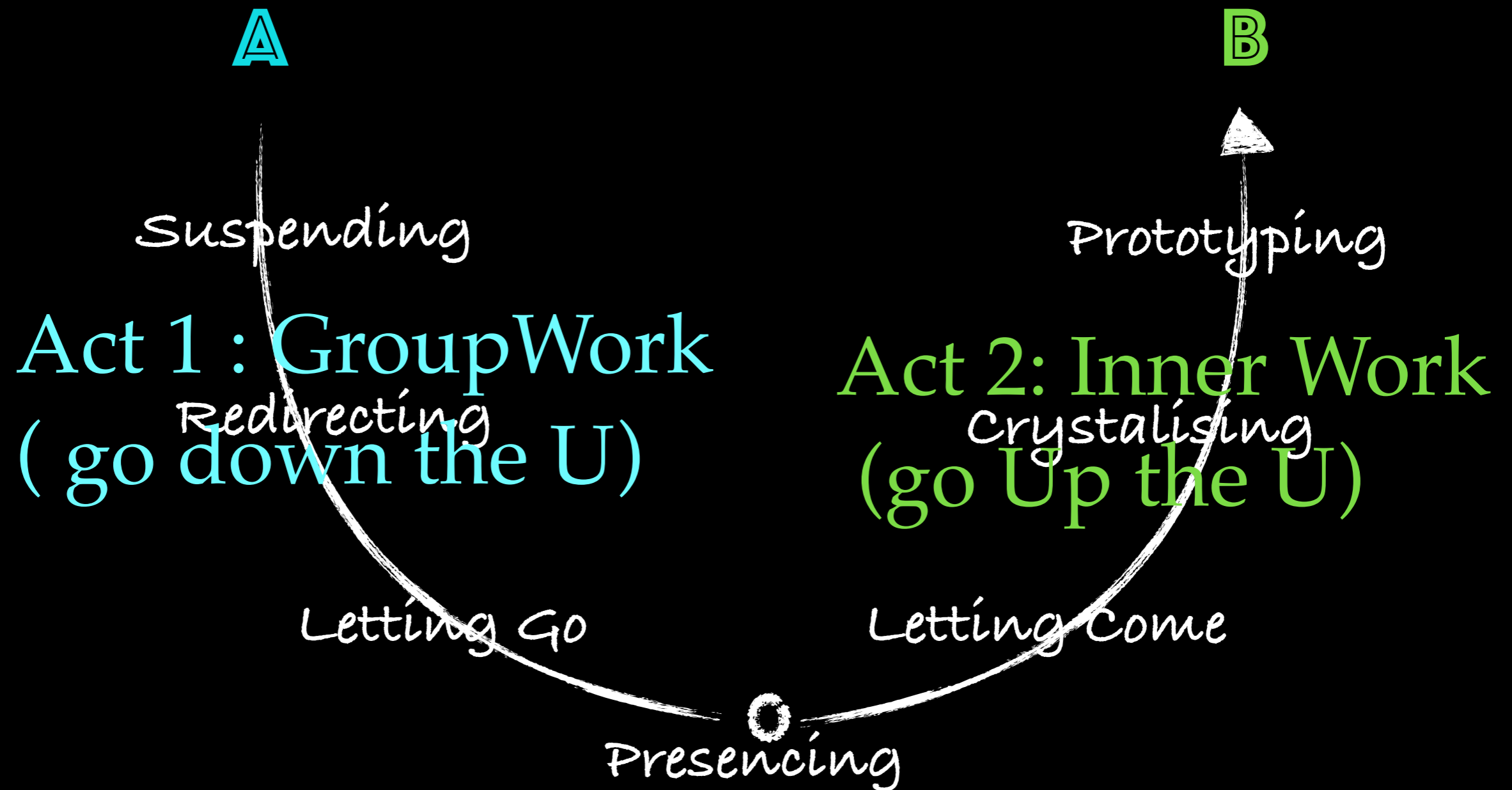


*Otto Scharmer

Theory U*



Theory U featuring Process Work*



Arnold Mindell: Deep Democracy

Deep Democracy

- ✻ **Consensual Reality** - sense reality , factual, physical, perceptive
- ✻ **Dream Land** - sense unconscious process, emotions, energy
- ✻ **Essence** - unity, meaning, sense the intention field

Act 1: Group Work

Systemic “Democracy” in 3D



Download- Seeing -Sensing

What is impact of Agility on
the enterprise of today ?

1.
Someone expresses
an opinion

2.
Either Play a role
“As a I Think...”
OR Move closer or farther from the person
who expressed the opinion, in respect with
your own
level of agreement

3.
Continue
the discussion
while moving around, play an
opposite role to test what
happens.

4.
Sense the group balance when
the exercise ends

Deep Democracy Group Work

Systemic Democracy in 3D

Download- Seeing -Sensing

Act 2: Inner Work

Presencing- Crystallising -Prototyping



Pair Conversations

Presencing- Crystallising -Prototyping

Systemic Democracy in 3D

1.

Recall a moment or a say in Act 1
that irritated you.
Think at what kind of energy did
this moment
give you.

2.

Think of the quality of the
energy at that moment as if you
were an external observer and
make a movement with your
hand to describe it

3.

Amplify the energy by making a
larger gesture, singing, dancing...
or imagining a character, a hero, a
role

4.

Introspect the essence of this
energy.
What is positive about it?
How can you use it in the future?
What 2 parts of you may be
reconciliated?

Deep Democracy Inner Work

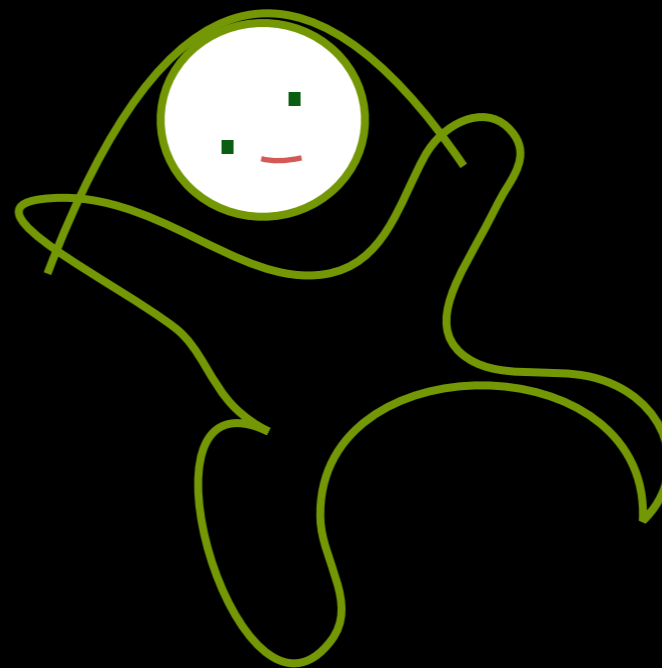
Pair Work

Each member of the pair is guiding the other through the
protocol

Deep Democracy Debrief:

What was surprising?
What did you learn about Human
System Behaviour?

Empower yourself



You Do have a Choice !

Thank You !



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