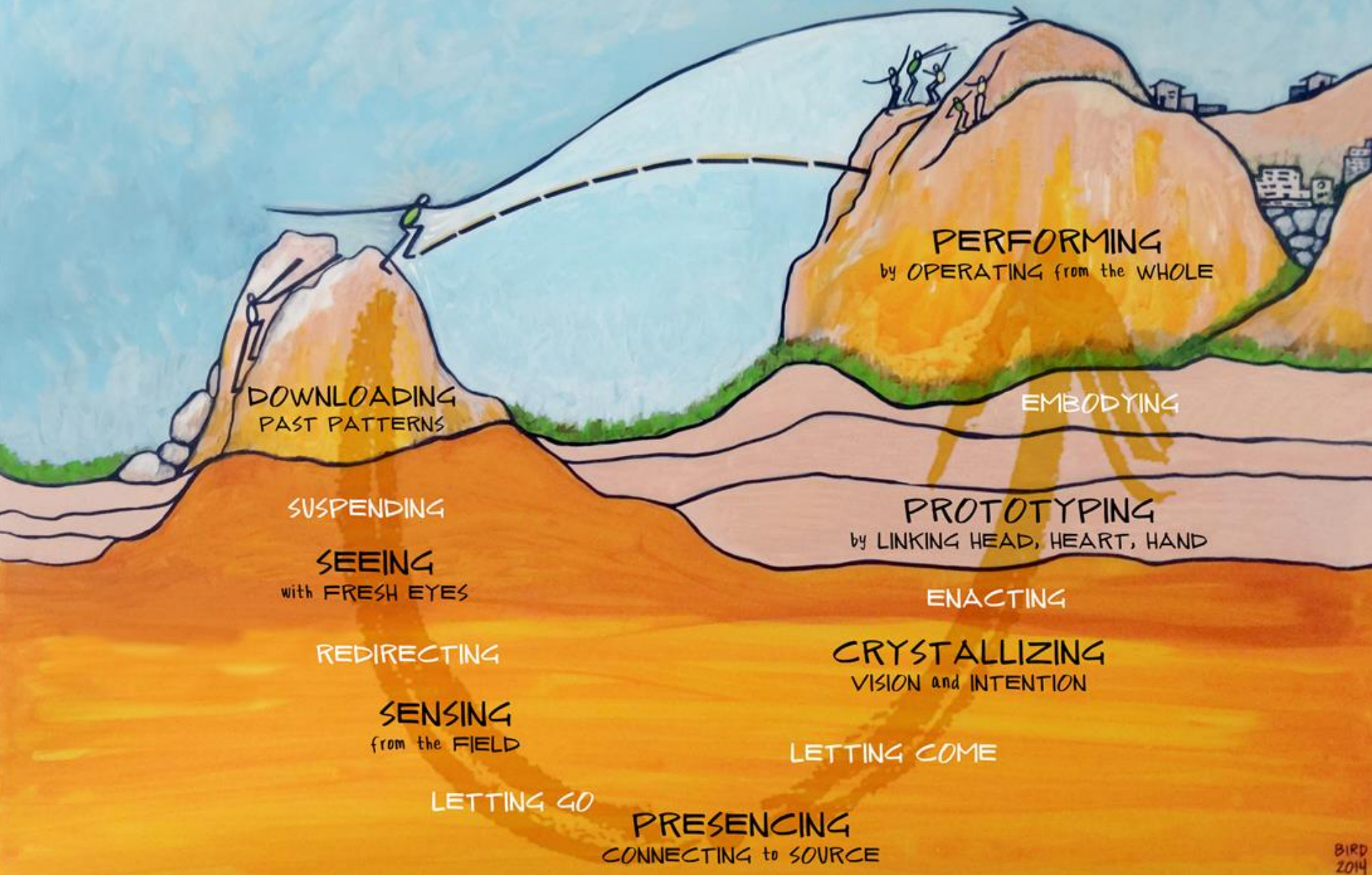


Welcome to Thursday!

- Theory U
- Partnering
- Creating connections and building networks
- Co-production
- Deep listening



CROSSING the THRESHOLD: STEPPING into the FIELD of the FUTURE



The journey of the U

From:

- Ego



- self



- work



To:

- Eco

- Self

- Work



“The success of an intervention depends on the interior condition of the intervenor.” Bill O’Brien, cited by Otto Scharmer

1. CO-INITIATING:

Build Common Intent stop and listen to others and to what life calls you to do

2. CO-SENSING:

Observe, Observe, Observe go to the places of most potential and listen with your mind and heart wide open

3. PRESENCING:

Connect to the Source of Inspiration, and Will
go to the place of silence and allow the inner knowing to emerge

5. CO-EVOLVING:

Embody the New in Ecosystems that facilitate seeing and acting from the whole

4. CO-CREATING:

Prototype the New in living examples to explore the future by doing



LEVELS of LISTENING

LISTENING 1:
from HABITS

DOWNLOADING
HABITS OF JUDGEMENT



RECONFIRMING
OLD OPINIONS &
JUDGEMENTS

LISTENING 2:
from OUTSIDE

FACTUAL
NOTICING DIFFERENCES

OPEN
MIND



DISCONFIRMING
(NEW) DATA

LISTENING 3:
from WITHIN

EMPATHIC
EMOTIONAL CONNECTION

OPEN
HEART



SEEING through ANOTHER
PERSON'S EYES

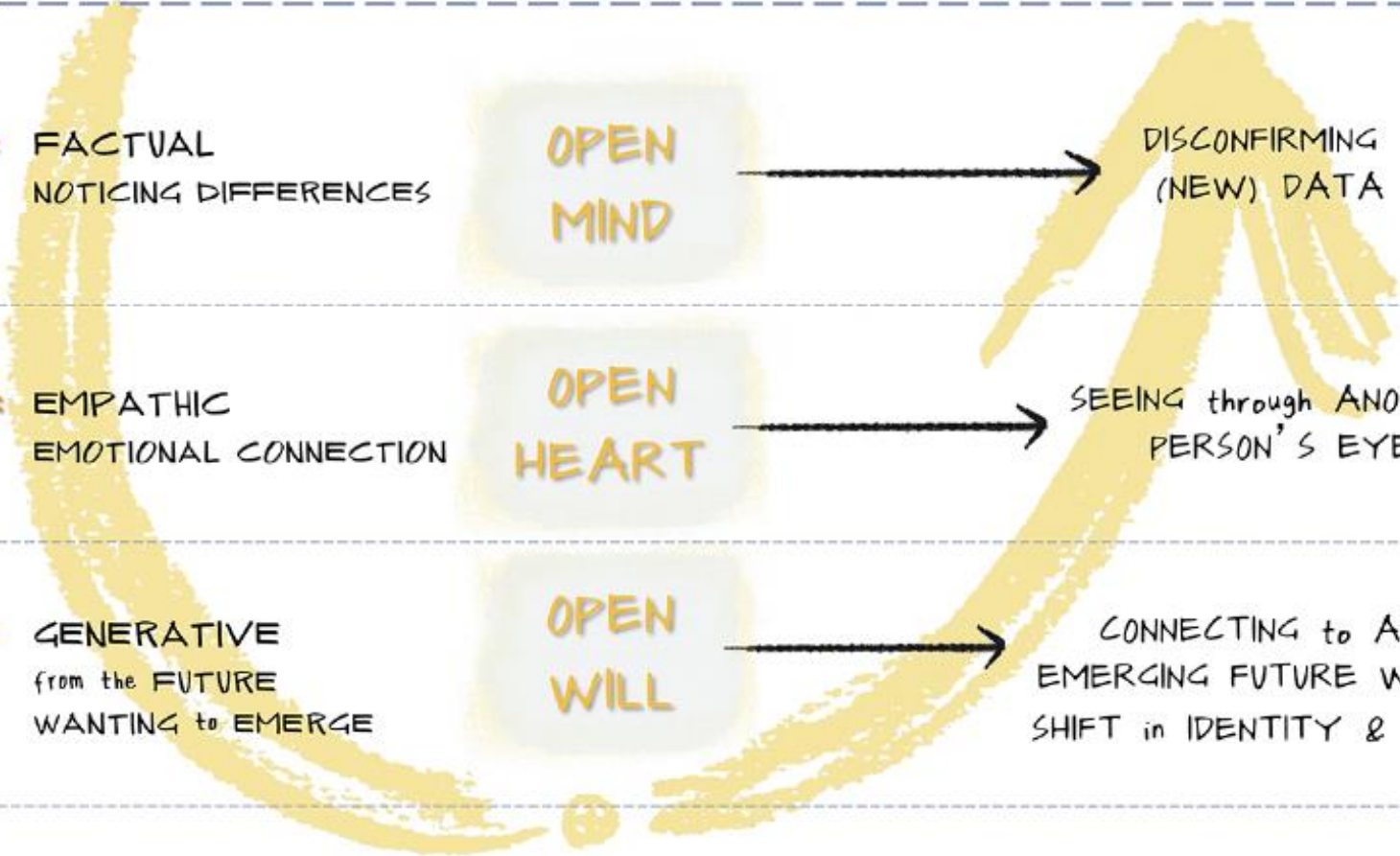
LISTENING 4:
from SOURCE

GENERATIVE
from the FUTURE
WANTING to EMERGE

OPEN
WILL



CONNECTING to AN
EMERGING FUTURE WHOLE:
SHIFT in IDENTITY & SELF



FIELDS of CONVERSATION

1: DOWNLOADING
TALKING NICE

SPEAKING from WHAT OTHERS WANT to HEAR
POLITE ROUTINES, EMPTY PHRASES
CONFORMING: NOT SAYING WHAT YOU THINK

2: DEBATE
TALKING TOUGH

SPEAKING FROM WHAT I THINK
DIVERGENT VIEWS: I AM MY POINT of VIEW
CONFRONTING: SAYING WHAT YOU THINK

3: DIALOGUE
REFLECTIVE INQUIRY

SPEAKING from SEEING MYSELF
as PART of the WHOLE
from DEFENDING to INQUIRY into VIEWPOINTS
CONNECTING: REFLECTING on YOUR PART

**4: COLLECTIVE
CREATIVITY**
GENERATIVE FLOW

SPEAKING from WHAT IS MOVING THROUGH
STILLNESS, PRESENCING, FLOW
CO-CREATING: SHIFTING IDENTITY; AUTHENTIC SELF

DOWNLOADING
PAST PATTERNS

PERFORMING
by OPERATING from the WHOLE

SUSPENDING

EMBODYING

SEEING
with FRESH EYES

PROTOTYPING the NEW
by LINKING HEAD, HEART, HAND

REDIRECTING

ENACTING

SENSING
from the FIELD

CRYSTALLIZING
VISION and INTENTION

LETTING GO

LETTING COME

PRESENCING
CONNECTING to SOURCE

3D System Sculpting

one tool for prototyping

Purpose

To create an externalised view of current reality and gain insight from multiple perspectives into some of the systemic underlying issues and shaping factors.

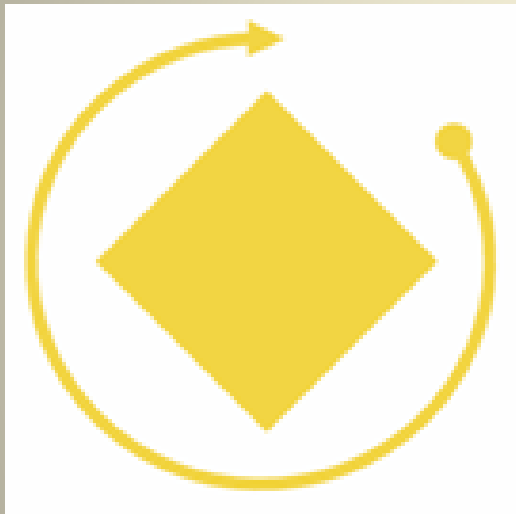
A model that helps us understand what's really going on.

LISTENING DEEPLY
SENSING WHAT IS EMERGING

Sensing the emerging future ... the 'yet to be known'



Four perspectives



- EAST – feeling
- SOUTH – truth & action
- WEST – insight
- NORTH – vision & purpose

The Community Nursing Observatory





South – truth and action

Looks really different from this angle.

I see a real lack of capacity for action.



West - insight

What is dying – old ways of committee led work, task and finish groups

What is emerging – new ways of co-production



North – vision and purpose

This is an opportunity to work differently with others; to go deeper with stakeholders and create a shared purpose.



Second sculpture – the changed model

The re-imagined Community Nursing Observatory;
stakeholders connected and equal in voice and partnership to co-create
whatever is emerging (the Question mark in the centre)

System Sculpting: Process

1. Decide who will sculpt first. Create a model that represents the current situation and the emerging future possibilities. Briefly describe to your partner what you have depicted. Finish your model in about 15 minutes.
2. Reflect on your model from four directions. Your partner reads aloud the questions (see next page), listens deeply and writes down key points. Be sure to physically move position between each question. (20 minutes)
3. Change your model so that it better represents the future you see emerging.
4. Reflect on your intention: (last 10 minutes)
 - What in your model (the future you want to create) are the essentials that you most care about?
 - What would you need to do to give life to this emerging future that you have modelled?
 - Identify the 2 or 3 bottleneck areas or strategic leverage points that could move the system from here to there (from the current to the new).
5. This should take around 45 minutes. Then switch with your partner to allow them to create their model.



System Sculpting: Steps

SEEK with YOUR HANDS

NORTH - Vision / Purpose

6. If this situation were designed for you to learn, what might it be trying to teach you?

WEST - Insight

4. What in this situation is the old that is ending or that should die?
5. What do you feel is the new, wanting to be born, to emerge?



START HERE!

EAST- Feeling

1. What do you love
(what are your sources of energy)?
2. What frustrates you
(what causes you to lose energy)?

SOUTH - Truth / Action

3. What are the key challenges and hard truths that you are facing going forward?



Its all about U

Transcending the U	Bringing change and growth	Deep in heart of U
Sculpting for new beginnings	Interiority lived	Letting go and letting come
Deepening knowing	Co-creating us	Authentic knowing
Leaping to nowhere	Taking the big steps	North south east and west
Digging deep embodiment	With mind and heart wide open	Chakras of multiple selves
The yet to be known	Inner knowing emerging	Seeing with fresh eyes
Ego to Eco	Present and absent	Reaching in to self
Multiple self transforming	Silent knowing in breathing	Transformed possibilities
Changed meaning of work	Evolved creations	Journeying through U
Who am I and why	Attentive bodies	<i>Haiku by Brendan McCormack</i>
Languishing to flourishing	Giving voice to the voiceless	<i>in response to Clare's</i>
Being authentic	Listening through seeing	<i>workshop on Theory U</i>