


Systems Thinking and Adult Development in Community Settings.

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2015 – 2017: In the mix...

- Theory U (Systems Approach/Framework)
- Behaviour Change (overview and implementation)
- Rachel Lilley:
(Building Capacities for Decision-Making)
- Ken Wilber
- Complexity – Cynefin and Sensemaker

In a small town in East Yorkshire

Using Theory U...

- A range of people from chief exec of Clinical Commissioning Group, Associate Directors of Public Health, voluntary sector chief executives, practitioners across all of these, residents from the community
- Individual interviews
- Bringing together to hear each others' experiences



What Happened?

- Through interviews, trust built
- Great engagement
- Energy and interest



...and then

- When sharing experiences, senior leaders told residents and practitioners that their experiences were not true!!!





This wouldn't be solved by a weekend training course!

- I became familiar with the area of Adult Development:
 - Perspective-taking
 - Sensemaking
 - Opposable thinking
 - Self-relating
- Worked with an assessment tool (Growing Edge)



***SPORT
ENGLAND***

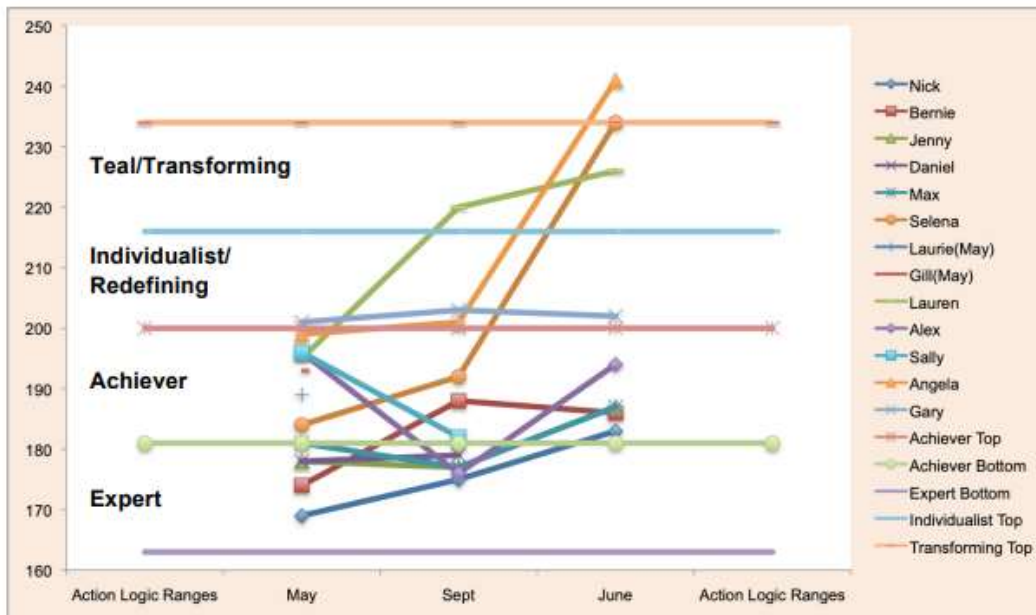
Quite a crew...

- Rachel Lilley to iterate her programme for us with community
- Incorporate Adult Development measures to assess impact of working in an open, collaborative and emergent project
- Practitioners from Oasis – Whole Person Learning – to support the team to work in this way
- Photographer
- Artist
- Nora Bateson
- Gerald Midgley



In the first two years (just before Covid)

- Rachel Lilley adapted her programme for workers and affiliates of AW
- Adult Development progress in all but one person – in 2 years – amazing!



Nora Bateson (Systems Thinker) “Warm Data”

- Working to develop understanding in the community of their inextricable interconnection and beginning of work for them to bring to life the changes they wanted
- Parallel leaders and community sessions – interesting....
- Then Covid hit.....



Working with community during Covid

- COVID
- Re-focussing on Physical Activity and materialising intentions
- Largely new staff team (including operational lead)
- Rachel Lilley's programme online
- Warm Data momentum lost – online adaptation didn't work in Withernsea
- Community engagement – accentuated what was there already:
a few engaged a lot, most not engaged at all.





Gerald Midgley (Centre for Systems Studies)

- Focus for Gerald to do more workshops with team to bring perspectives together for this next phase
- Rachel and Gerald regrouping and getting to know more about each others' work, began to see how linked their two areas were – two sides of same coin
- A conscious decision to explore how these synergies might be present in Rachel's training or in the workshops Gerald ran in the community



Emerging Synergies – post covid

Rachel and Gerald regrouping and getting to know more about each others' work, began to see how linked their two areas were – two sides of same coin

A conscious decision to explore how these synergies might be present in Rachel's training or in the workshops Gerald runs in the community

Meanwhile...

- Still measuring Adult Development with new team and existing team members
- Existing staff – some fell back to previous stages
- Revealed that it was too contentious to share the stages of staff
- Interesting findings, but can't use them
- Context is king! Needs some stability? Did phase have an impact: exploration versus producing results
- Just finished first internal senior leadership version of Rachel's programme... very impactful...re-measuring in October



What's Emerging?

- Development of a new MSc programme incorporating the work on internal development and systems thinking and leadership
- My thinking...I find that of all the projects I see, hear about, get involved with, the inner part of this work is not addressed



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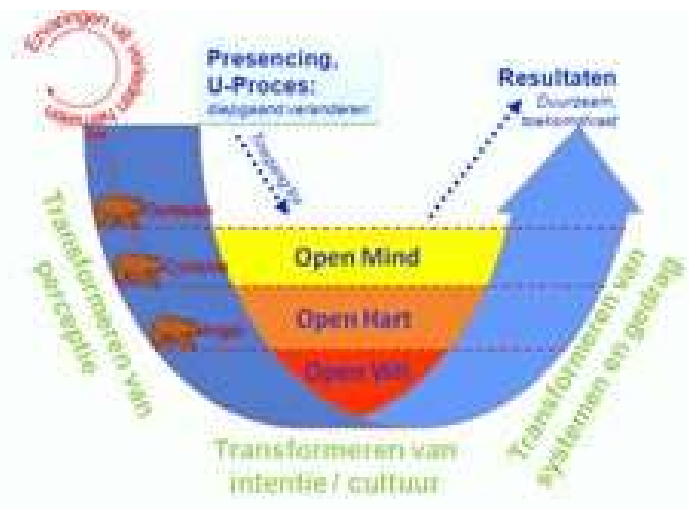
1	Being — Relationship to Self
2	Thinking — Cognitive Skills
3	Relating — Caring for Others and the World
4	Collaborating — Social Skills
5	Acting — Driving Change

- Inner Development Goals at UN
- Otto Scharmer has always talked about the inner landscape and is involved in the IDGs

How can we normalise and acknowledge these aspect of our experience and capacities?

Where does this all take me...?

Our internal landscape is part of our system but not really recognised in practical projects



Where does this all take me...?



- Our internal landscape is part of our system but not really recognised, and few tools to help elicit and evaluate these aspects adaptively
- Watch this space....

Questions

