Goodbye Card
Workshop Series: Systems Practice & Collective Leadership

Designed and facilitated by Malika Virah-Sawmy & Gian Wieck

PHASE 0: LAUNCH
Acquiring systems fundamentals and understand the purpose of systems practice

PHASE 1: GAIN CLARITY
Listen to the stakeholders, build a map to capture the key forces in the system and understand the emotions and intentions in the system

PHASE 2: THEORIZE CHANGE
Explore the future trajectory of the system, identify promising interventions and develop a system-based Theory of Change

PHASE 3: ACT COLLECTIVELY
Design and prototype interventions with your stakeholders and implement them collectively through shared leadership

PHASE 4: LEARN & ADAPT
Continuously learn from the system and adapt your understanding and your acting accordingly
Qualities & Traits of Systems Practice

With our workshop series we aimed to bring you insights into the hard and soft skills of Systems Practice for Collective Leadership. These skills are not self-directed but shall help you to grow personally, to cooperate better with stakeholders and to give you an additional perspective to make sense of the world around you.

- Personal growth & understand yourself
- Applying collective leadership
- Understand the world around you
Areas you would like to grow...

In our last workshop, we asked you to reflect where you would like to apply the art of Systems Practice for Collective Leadership and what are the areas you would like to continue to grow. The word clouds below show your answers.

Where do you want to apply the Art of Systems Practice for Collective Leadership?

Where do you want to grow and stretch yourself in Systems Practice?
Video Recordings of the Sessions

We recorded each of our sessions, so that you can re-watch them or share them with your colleagues.

#1: Introduction
(March 2020)

Outsmart the Commodities - Become a Systems Thinker and Collective Leader
Link: [https://youtu.be/wMzPTaUnX7o](https://youtu.be/wMzPTaUnX7o)

#2: Deep Dive
(April 2020)

Articulating Theory of Change from System Behavior - Acting intelligently and strategically on sustainability challenges and Covid pandemic
Link: [https://youtu.be/YLzlspUGiNc](https://youtu.be/YLzlspUGiNc)

#3: Practicing
(July 2020)

Getting into the flow of Systems Practice for Collective Leadership - Listen to stakeholders and develop a big picture perspective
Link: [https://youtu.be/jhkXz_pkBbs](https://youtu.be/jhkXz_pkBbs)
A selection of resources that helped us to prepare the course and provide you with a good entry point to further deepen and sharpen your Systems Practice and Collective Leadership skills.

**Workshop 1**
- Our [Systems Map of Fishing in Kiribati](#) and lessons learned
- Our [GGP Systems Map of Soy Expansion in the Cerrado](#) and lessons learnt
- [UNEP study “Systems thinking: an approach for understanding ‘eco-agri-food systems’](#) mentioned in the presentation:
- "[Dancing with Systems](#)" by Dana Meadows focusing on the mindset needed to work and learn within the uncertainty and uncontrollability of complex systems and derives important lessons when facing complexity
- A wonderful "[TEDTalk](#)" by Russel Ackoff about the importance of seeing the whole rather than single parts
- [How Wolves change the Yellowstone National Park](#): A short video that shows virtuous ripple effects within nature

**Workshop 2**
- [Exponential Growth and Epidemics](#): Well made video with more visual information on exponential growth and the Covid epidemics
- [The simulations driving the world’s response to COVID-19](#): Article by Nature of the usage of models and insights gained from simulations to respond to Covid

**Workshop 3**
- The [four levels of listening](#) explained.
- [Self reflection on levels of listening](#): Explore on your on skills on listening with an open mind, feel with an open heart and move forward with courage by resonating with a deeper commitment
- [22 Questions that ‘Complicate the Narrative’](#). Conversation techniques, interview questions, and stellar story examples born from a conflict mediation training — for journalists

**Tools for System Mapping**
- [Kumu](#) makes it easy to organize complex data into system or relationship maps that are beautiful to look at and a pleasure to use
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About Us

Malika Virah-Sawmy

Co-founder of Sensemakers Collective & Scientist at Humboldt University zu Berlin

I support organizations with healthy organization practices to harness not only cognitive faculties but also somatic and earth intelligence in decision-making. For this, I use Systems Practice for exploring complex systems and systemic theory of change, Theory U practices to foster curiosity, compassion and courage for transformation, and embodiment, mindfulness and deep ecology to connect to earth wisdom.

I believe that he only change that will make a difference is the transformation of the human heart.

www.sensemakerscollective.com
www.endeva.com

Gian Wieck

Modeller at Millennium Institute, Collaborator at Systemic Design Group & Founder of Mosaik Systems

I support organizations in co-learning the dynamics of complex problems and explore opportunities for systemic change. I apply Systems Thinking tools to map the causal relations in systems and develop simulation models to test policies under future scenarios.

I believe that the most important information source in complex systems is the knowledge & experience of people and therefore embrace a strong participatory approach in my systemic work.

www.systemicdesign.group
www.millennium-institute.org
www.mosaik.systems
Exercise: CLDs

Case #1: Traffic Jams

**Question:** What are the drivers of traffic volume and how does public policy of road expansion influence it?

**Background:** In a dense urban region, traffic jams and hence time spent travelling has become a major public issue. Despite best efforts by the city administration, the problem seems to stay persistently...
Exercise: CLDs

Case #2: Infection Spread

**Question:** What are the drivers of an infection spread, how does the government respond and what might be unintended consequences?

**Background:** The Covid virus was spreading rapidly within the first weeks. Government and scientists worked closely together to understand and break the spread of the virus. However, the policies might have wider consequences on society beyond public health.
Exercise: CLDs

Case #3: Food Shortage

Question: What are the drivers of food shortage and how might the behavior of the actors worsen the situation?

Background: A developing region largely depends on agriculture as a food source and an economic sector that provides jobs. That's why internal or external shocks can have devastating effects. However, within the crises it seems that the behavior of the population creates its own dynamics...
“The breezes at dawn have secrets to tell you.
Don't go back to sleep!
You must ask for what you really want.
Don't go back to sleep!
People are going back and forth across the doorsill where the two worlds touch,
The door is round and open
Don't go back to sleep!”
— Rumi
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Thank you...

Reach out for questions, comments, feedback, or a chat about systems.

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... and mind the System!