

Field Map



This map is a guide to help people cultivate large scale transformation.

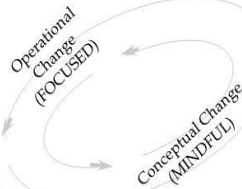
Discipline

Effectiveness requires all three legs of the Domain of Action triangle

Architecture

"Our Activity"

- Characteristics:** Learning, Openness, Localness, Renewal, Change, Merit, Wholeness
- Guiding Principles**
- Vision Values Purpose**
- Primacy of the Whole
 - Community Nature of Self
 - Generative Power of Language
- A Creative Orientation**



Awareness & Sensibilities

Essence

"Our Changing"

Domain of Internal Growth & Deep Learning Cycle
"Inside Out"

- Feelings, Seeing, & Observing
- New Listening
- Reflection & Testing Motives

Beliefs & Assumptions

- Culture
- The Telling of a New Story
- The Stories we tell

Collective Intelligence, Integrity, Openness & Commitment vs. Fragmentation, Compromise, Defensiveness & Fear

Aspiration

Cornerstones

Conceptualization Reflection/Conversation

- Aspiration: Personal Mastery & Building Shared Vision
Tools: Drawing out Personal Vision and Developing Shared Vision
- Reflection: Mental Models & Team Learning
Tool: Dialogue
- Conceptualization: Systems Thinking
Tools: Systems Archetypes and Flight Simulators

- Underlying Theories
- Practical Tools
- Methods derived for these theories

The Building of Knowledge

- Patience: Deep learning often does not produce tangible evidence for a considerable time.
- Quantification: Sales, Time to Market, Product Quality, Cycle Time, Total Cost & Profit. Assessment of performance.
- Qualification: Intelligence, Openness, Innovation, High Moral Character, Confidence, Genuine caring for the customer, for one another and for shared aspirations. Assessment of learning.

Innovations in Infrastructure

- Create resources to pursue the vision and apply the tools.
- Available resources to support people in their work: (Time, Management Support, Money, Information & Ready Contact with Colleagues)
- Examples: Planning as Learning, Quality Circles, Work Teams, Learning within the Context of the Job

Until people can make their "work space" a learning space, learning will always be a "nice idea" peripheral, not central. There is a great need for practice fields & learning labs.

Results!

Knowing how, what and when to measure important results!

"Generative Order"
"Wholeness"