The Challenge of Disruption

The Essentials of Theory U - www.ottoscharmer.com
RESULTS: WHAT

PROCESS: HOW

SOURCE: WHO

BLIND SPOT: INTERIOR CONDITION

The Blind Spot of Leadership
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Bending the Beam of Observation to Seeing System and Self

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DOWNLOADING
PAST PATTERNS

OBSERVE, OBSERVE, OBSERVE

ACT in an INSTANT
Prototype

RETREAT and REFLECT
ALLOW the INNER KNOWING to Emerge

The U Process—Three Movements
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Theory U: Seven Ways of Attending and Co-shaping

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Four Fields of Listening

1. Downloading
   - Listen from habit
   - Reconfirming what we already know

2. Factual
   - Listen from outside
   - Noticing disconfirming information

3. Empathic
   - Listen from within
   - Seeing through the eyes of another

4. Generative
   - Listen from the field
   - Holding space for something new to be born

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<th>MACRO: ORGANIZING</th>
<th>MUNDO: COORDINATING</th>
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1. HABITUAL (I-IN-ME)

2. ECO-SYSTEM (I-IN-IT)

3. EMPATHIC-RELATIONAL (I-IN-YOU)

4. GENERATIVE (I-IN-NOW)
Four Fields of Conversation
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Iceberg Model of Patient-Physician Relationships

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<th>Labor</th>
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<td>Decoupling of financial and real economy</td>
<td>Decoupling of innovation and real needs</td>
<td>Massive institutional leadership failure</td>
<td>Decoupling of GDP and well-being</td>
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<td>1.0:</td>
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CREATING KNOWLEDGE
CROSS-DISCIPLINE:
Science,
Consciousness,
Action Research

CONVENING INNOVATION LABS
CROSS-SECTOR:
Business
Government
Civil Society

BUILDING CAPACITY
CROSS-INTELLIGENCES:
Open Mind
Open Heart
Open Will

ACTIVATING GENERATIVE SOCIAL FIELDS

NARRATIVES FOR CIVILIZATIONAL RENEWAL