

Wendy Morris

The Creative
Leadership
Studio

Minnesota Presencing Community

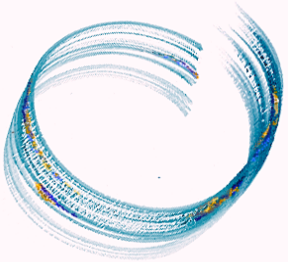
January 2012

© 2012 Wendy Morris.

www.creativeleadershipstudio.com

with permission.

With thanks to Otto Scharmer and the Presencing Institute

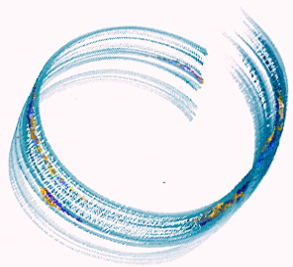


Today ...

Wendy Morris

The Creative
Leadership
Studio

- Deepen relationships in the emerging Minnesota presencing community
- Provide training to increase our capacity to apply presencing in service of organizational and social change
- Support and learn with prototypes and applications of presencing in Minnesota

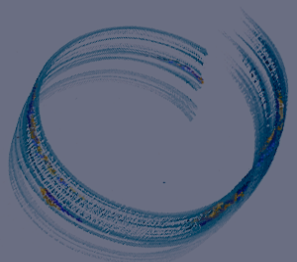


Minnesota Presencing Community

Wendy Morris

The Creative
Leadership
Studio





Theory U and Presencing

January 17, 2012



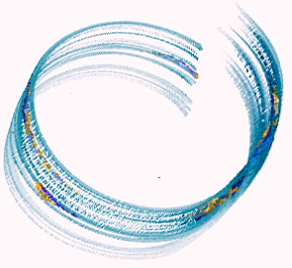
What's going on in our world today?
What's going on in our region?



Ecological Divide: 1.5
Self - Nature

Social Divide: 2.5
Self - Other

Spiritual Divide: ≈ 3
Self - Self

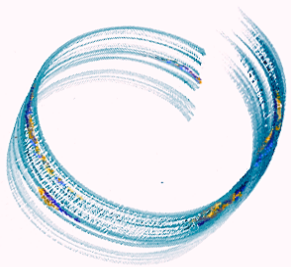


Merging 3 streams

Wendy Morris

The Creative
Leadership
Studio

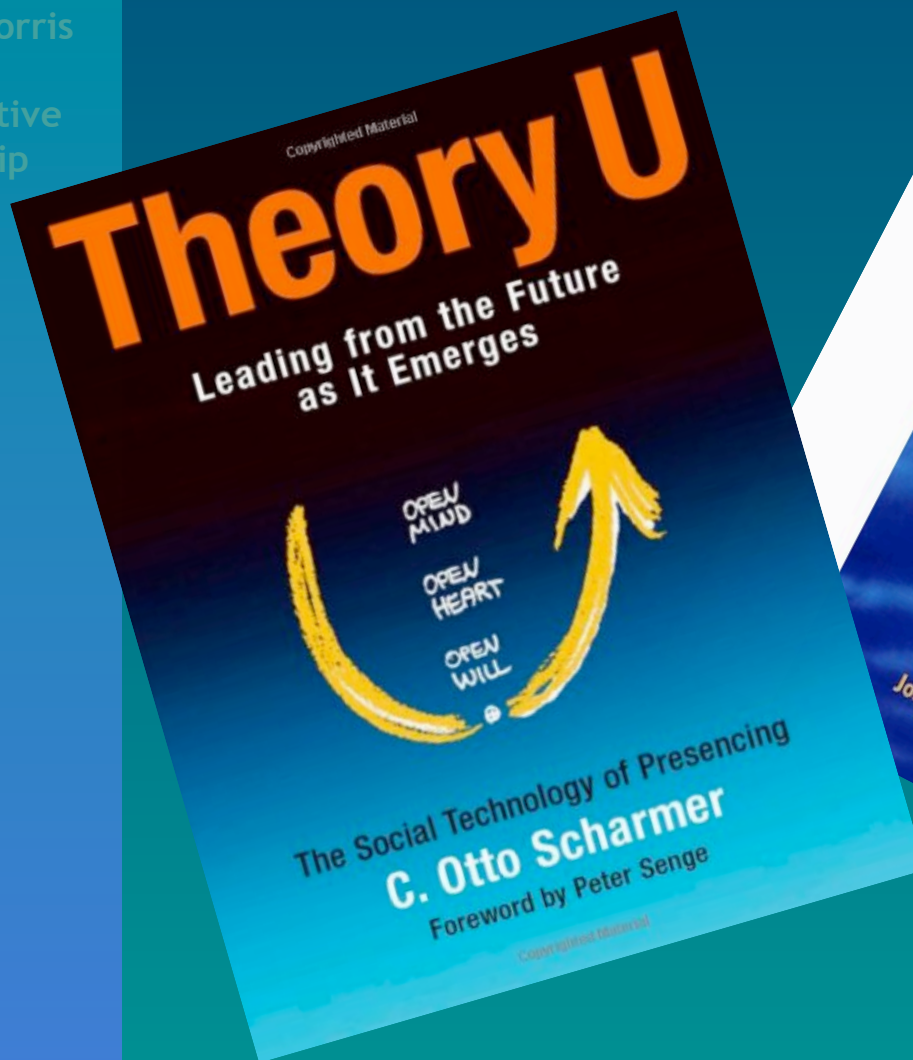
- civil society movements
- systems thinking
- wisdom traditions & mindfulness

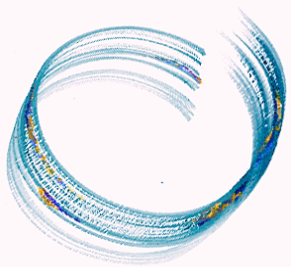


Theory U & presencing

Wendy Morris

The Creative
Leadership
Studio





Theory U

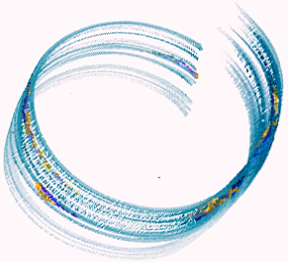
Downloading
past patterns

Performing by
operating from the whole

Wendy Morris

The Creative
Leadership
Studio





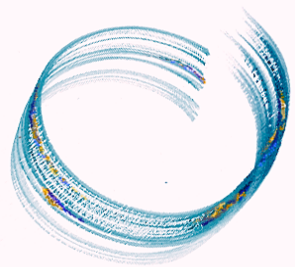
source?

Wendy Morris

The Creative
Leadership
Studio

...the source out of which
all creativity arises

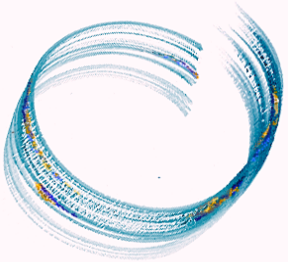
...the source of our highest
future potential



Wendy Morris

The Creative
Leadership
Studio

問

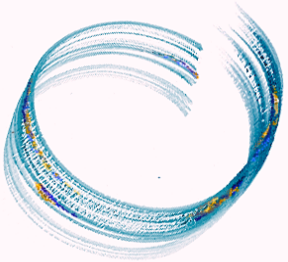


Wendy Morris

The Creative
Leadership
Studio

**“The success of an
intervention depends on
the interior condition
of the intervenor.”**

William O’ Brien,
former CEO of the Hanover Insurance Company

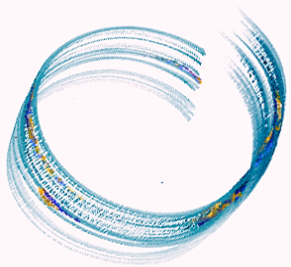


What is Prototyping?

Wendy Morris

The Creative
Leadership
Studio

- The 1st step in exploring the future by doing
- From design industry – especially IDEO
- Head, heart & hand
- Why? Allows fast-cycle feedback & learning
- Tips to effectively prototype
 - Fail often to succeed sooner
 - Navigate pitfalls of...
 - Analysis paralysis (head)
 - Bla-bla-bla (heart)
 - Mindless action (will)

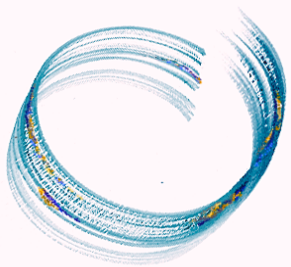


In the spirit of stating the obvious...

Wendy Morris

The Creative
Leadership
Studio





3 Movements of the U

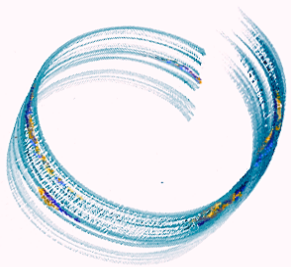
Wendy Morris

The Creative
Leadership
Studio

**Observe,
observe,
observe**

**Act in an
instant**

**Retreat and reflect:
Allow the inner knowing to emerge**

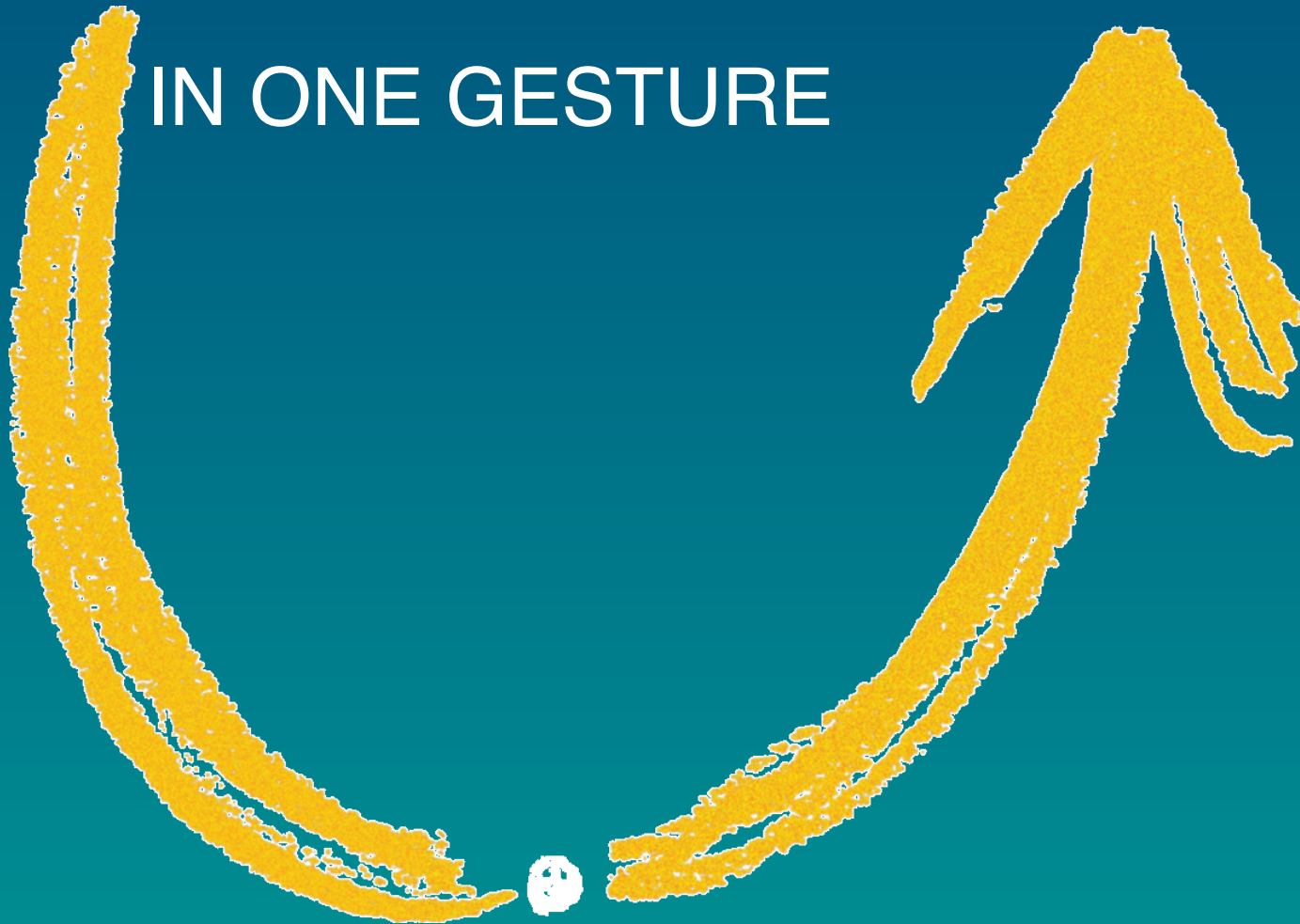


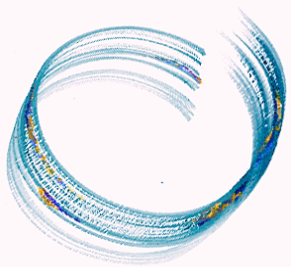
THE CYCLE OF PRESENCING

Wendy Morris

The Creative
Leadership
Studio

IN ONE GESTURE



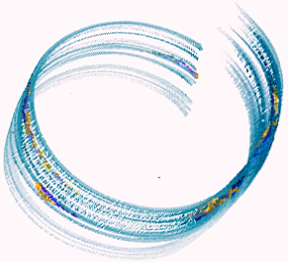


write 3-5 words on
a yellow sticky

Wendy Morris

The Creative
Leadership
Studio

What does it feel like
when you are
connected to source?

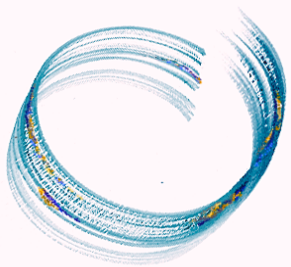


Rapid Prototyping Steps

Wendy Morris

The Creative
Leadership
Studio

- **Step one – Key questions (10 min)**
Project steward writes 3 important questions you have about your “seed idea” or project. Tell your group what your questions are and where they are coming from.
- **Step two - Guided reflection (3 min)**
- **Step three -- Build a prototype in small working teams (25 min)**
- **Step four – Share prototypes with your full project group (15 min)**
- **Step five - Capture a potential next step (10 min)**
- **Step six - Share examples with large group (15 min)**
- **Step seven – Individual reflection on the process (5 min)**

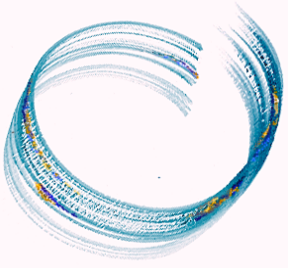


Write 3-5 words on each sticky note

Wendy Morris

The Creative
Leadership
Studio

- Pink sticky: What did I learn from “building to think”
- Blue sticky: How might we support one another after today?



Criteria for Selecting Prototyping Ideas for Large Systems Change

Wendy Morris

The Creative
Leadership
Studio

- **Right:** *Have you got the right dimensions? Does the microcosm mirror the whole?*
- **Rapid:** *Can you do it quickly?*
- **Rough:** *Can you do it small scale?*
- **Relevant:** *Does it matter to the key stakeholders involved?*
- **Revolutionary:** *Can it change the system? Are you addressing key “acupuncture points” that can shift the system?*
- **Relationally effective:** *Are you leveraging the existing networks and competencies?*
- **Recreate:** *Can you scale it? Can it be recreated in ways that are appropriate to different contexts?*