

The systemic perspective

The concept of linear-causal connections between problems and causes is replaced by a multi-factorial perspective. **Objectivity** is replaced by the concept of “consensus” and the criterion of “usefulness” is in the foreground. **Causality** is replaced by the concept of recursive processes, the circularity of cognition, emotion, communication and action.

Systemic Consultants are interested in how their clients construct realities through language and behavior, and clients are seen as autonomous people, which cannot be simply “directed” towards a certain goal through our interventions.

In **Systemic Consultancy**, the phenomena presented by the clients as problems, are seen as clues that will lead to resolution, and change is regarded as a means to resolve the client’s problem.

Systemic interventions are aimed at triggering changes in the patterns, which in their own way contribute to problem resolution.



This training is aimed at Business consultants, Managers, HR and Training Specialists, Creative Professionals, Counsellors, Coaches, Health Professionals and others interested in a systemic and collective approach to their leadership and work.

www.askis.se

SYSTEMIC THINKING & DESIGN

For Professionals and Consultants in Organizations. Stockholm 2017

Today, you may work with all the latest project or management methods, Agile team work, lean management... but still you may notice certain phenomena that appear, blocking the way for success. You may ask yourself: The new organization that was decided upon and so asked for, why does it have such problems to materialize? In a team, you may also see two people in a never-ending conflict, or on company level, you may notice how some company skills never get utilized.

With **Systemic thinking and design**, you take a step into, and learn to interact with the systemic, and unknown, reality, making it your ally, finding new tools.

Starting on September 6th, 2017, Nicholas Vayiakkos gives a 10-day training in Stockholm in co-operation with **ASKIS** his partner Anna Saliverou of Life Alphabet System, and Gunilla Boivie, ASKIS.



This training has THREE CORE DIMENSIONS:

SYSTEMIC - our basis are the human systems, organizing, enterprising, socializing, innovating, co-creating

THINKING - exploring new frontiers, beyond the mechanistic and reasoning view of the world

DESIGN - experiencing an integrative perspective of reality, paying attention to the phenomena of our reality instead of mind constructions.

Do you want to understand yourself, your clients and their environments more comprehensively, using the SYSTEMIC perspective?

Do you want to work more deliberately with your own or your group's ambiguity and uncertainty, or do you want to add a truly innovative and all-embracing approach to your own or your client's business? Then this training is for you.

This training offers a multitude of learning :

Experiential Learning on Systemic Leadership, Personal Growth through Systemic Thinking & Design, Understanding of, and ability to form, Systemic Oriented Teams, Systemic principles and patterns, Experience of the Systemic Field, Exploration of members' issues, Models of Systemic Leadership, Main Organizational Dynamics, Systemic Problem Resolution: how transformation occurs in six phases.

Systemic Oriented Teams

A *systemic oriented team* works as a whole, leveraging the diversity of talent and experience in the team. It focuses on strategy, innovation,

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people and learning as key multipliers of value, competitive advantage and productivity. The team very quickly moves beyond politeness into generative dialogue and breakthrough thinking. This more often than not includes a heightened sense of foresight and timing, as well as an emotional intelligence to work creatively with ambiguity and uncertainty.

Systemic Leadership

Systemic Leaders are open to new experiences, seek meaning and find purpose. They are able to free themselves from an attachment to the known and an aversion to the unknown. Their attention is positive, open and generative as opposed to defensive, selective and wary.

Systemic Leaders know how to stand at the centre of their leadership circle in a continuous state of readiness or emptiness. This gives them an unimpeded understanding - *wisdom* - enabling them to listen to life. Being a *Systemic Leader* is a matter of both awareness and skill. We need to deepen our relational awareness so we see and understand the impact of our unconscious patterns and habitual exchange with others and the organization.

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Personal Growth through Systemic Thinking & Design

Systemic Thinking & Design Training is a powerful tool and practice for personal growth. It helps us gain a clearer sense of who we are and why we are here. In turn, our relationships become more open, more aware and more flexible as we become more present to the different systemic dynamics that exist within us - patterns that can either enable or disable our full potential. The added benefit of this training is the realization of unseen career or organizational patterns, which may release future capabilities for success and fulfillment.

