

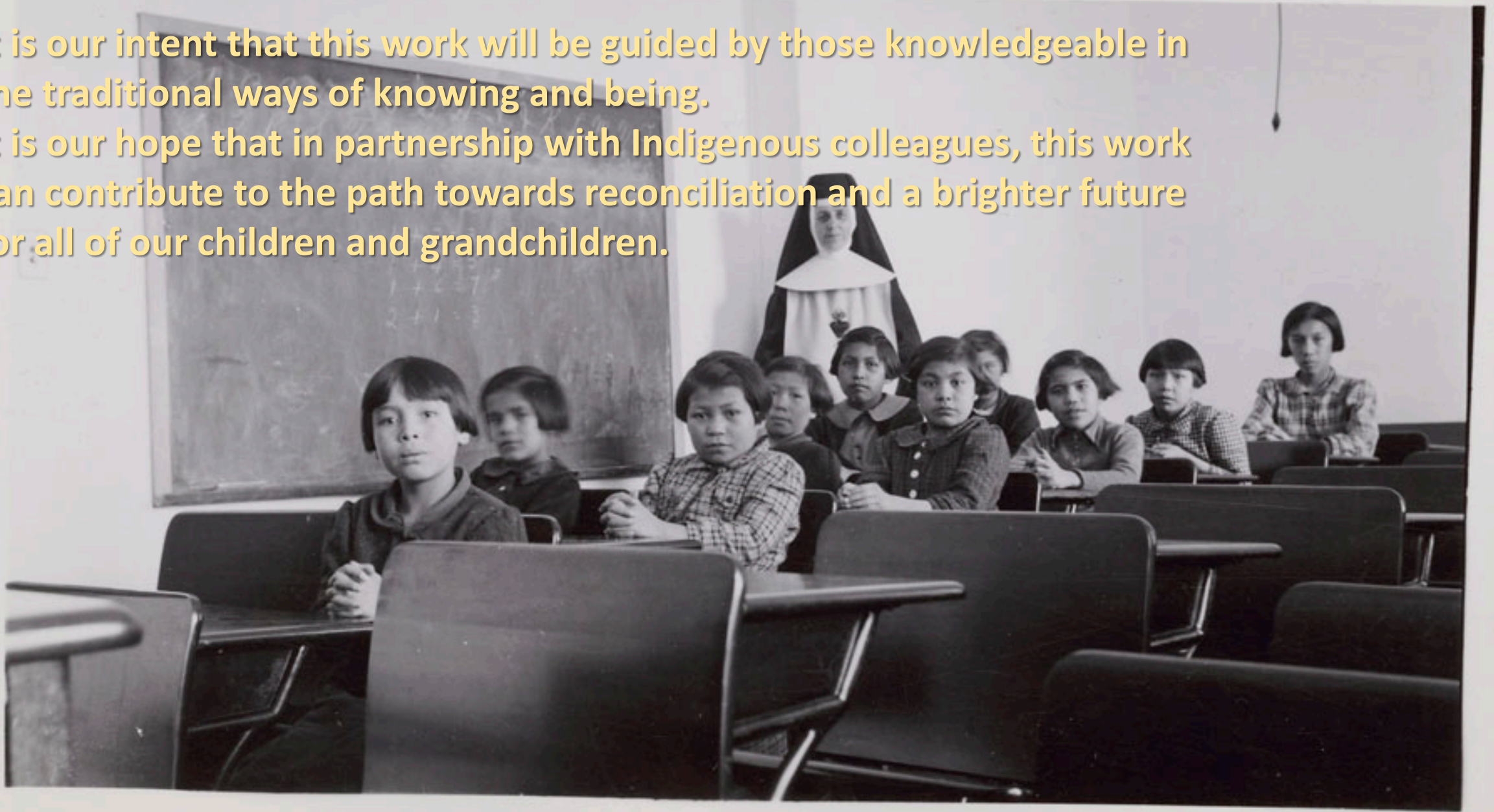
COMPASSIONATE SYSTEMS LEADERSHIP

Early Years Conference
January 25, 2017



It is our intent that this work will be guided by those knowledgeable in the traditional ways of knowing and being.

It is our hope that in partnership with Indigenous colleagues, this work can contribute to the path towards reconciliation and a brighter future for all of our children and grandchildren.



INTENTIONS FOR THE WORKSHOP

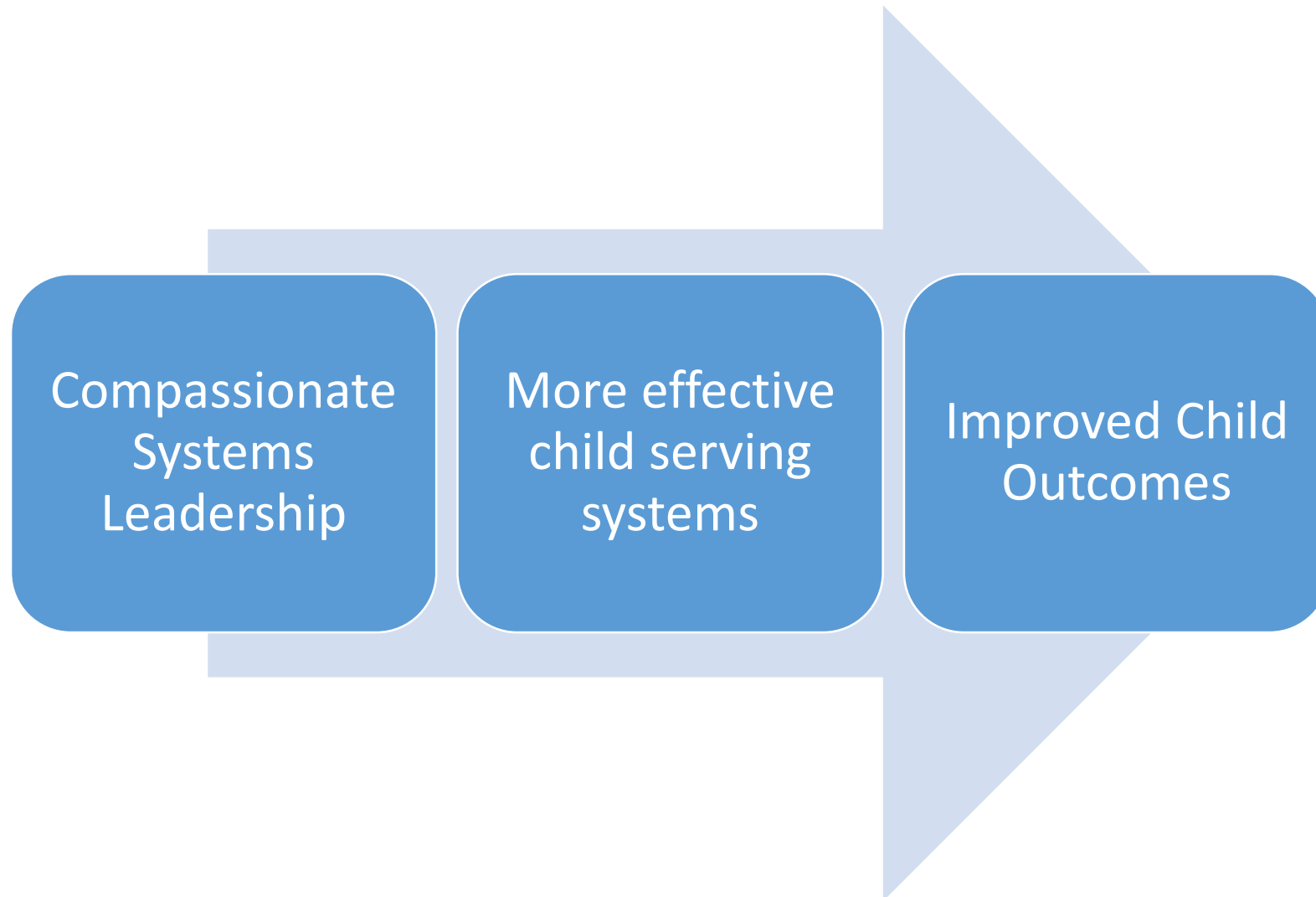
Understanding the potential for leadership at every level

Sharing tools and techniques that enable systems thinking

Increase your awareness of your own power and potential new skills that you can use to effect systemic change



Hypothesis – A High level theory of change



The Context

A photograph of two children on a paved path in a park. The child on the left is a girl wearing a pink jacket, blue jeans, and a white pig-shaped helmet, riding a purple scooter. The child on the right is a boy wearing a blue hoodie, white shorts, and a colorful helmet, riding a green scooter. They are both looking away from the camera down the path. The background is filled with large, leafy trees and a clear sky.

The path to healthy development is rugged, and for too many children, has become broken.

Worrying trends in children's outcomes, particularly in social and emotional development.

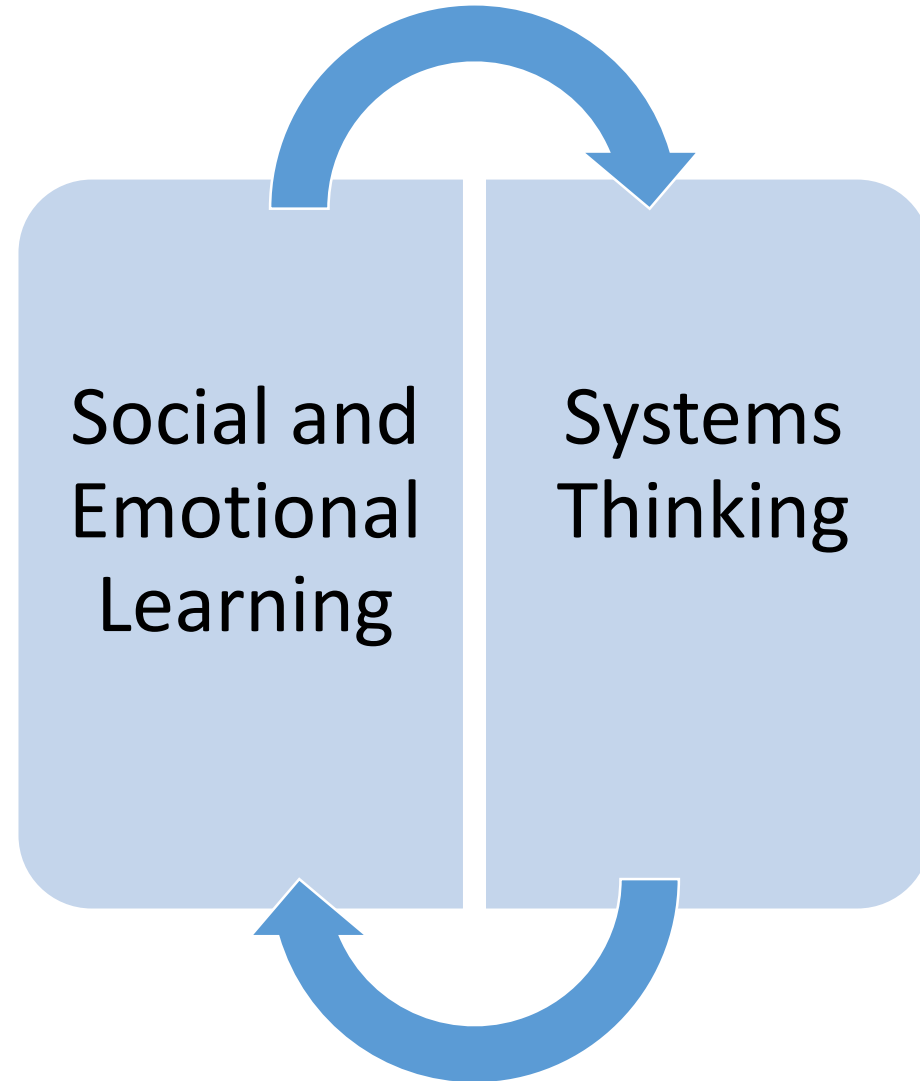
A top-down view of a desk with a brown textured mat. On the left is a spiral notebook with a yellow cover. In the center is a black pen. On the right is a green plant with small leaves. A large, semi-transparent white circle is overlaid on the desk, containing the text.

“

If you want
something different
you must do
something different

- unknown

Foundational Domains



COMPASSIONATE SYSTEMS LEADERS:

PERSONAL CAPACITY

Practice in alignment with their personal vision

Have their own practice of reflection and mindfulness

Use feedback for continuous learning

LEADERSHIP STYLE & PROCESS

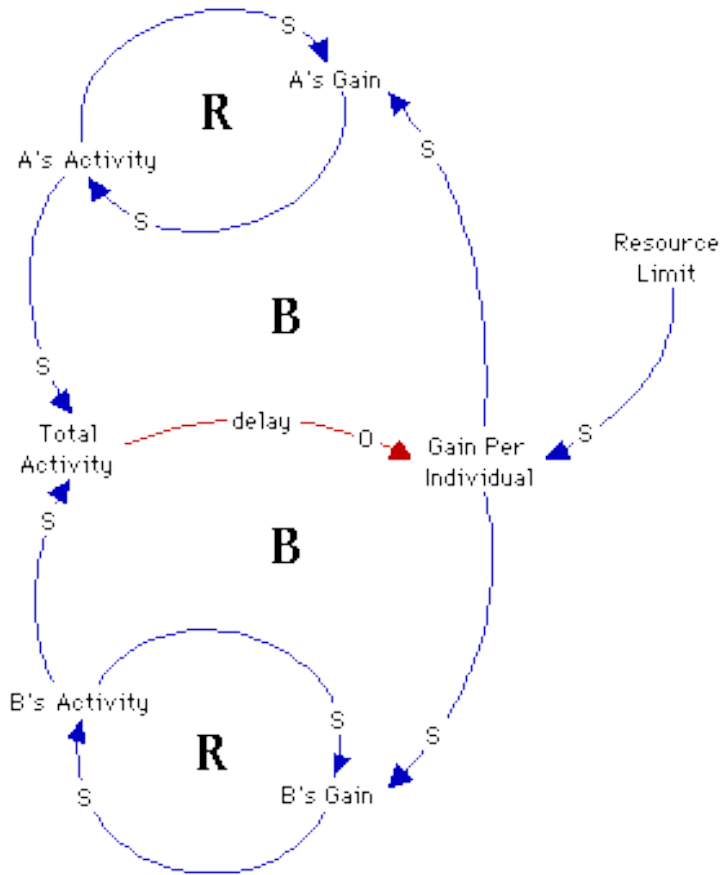
Facilitate capacity of others

Share the load

SYSTEMS THINKING ABILITY

Understand complexity and use system thinking tools

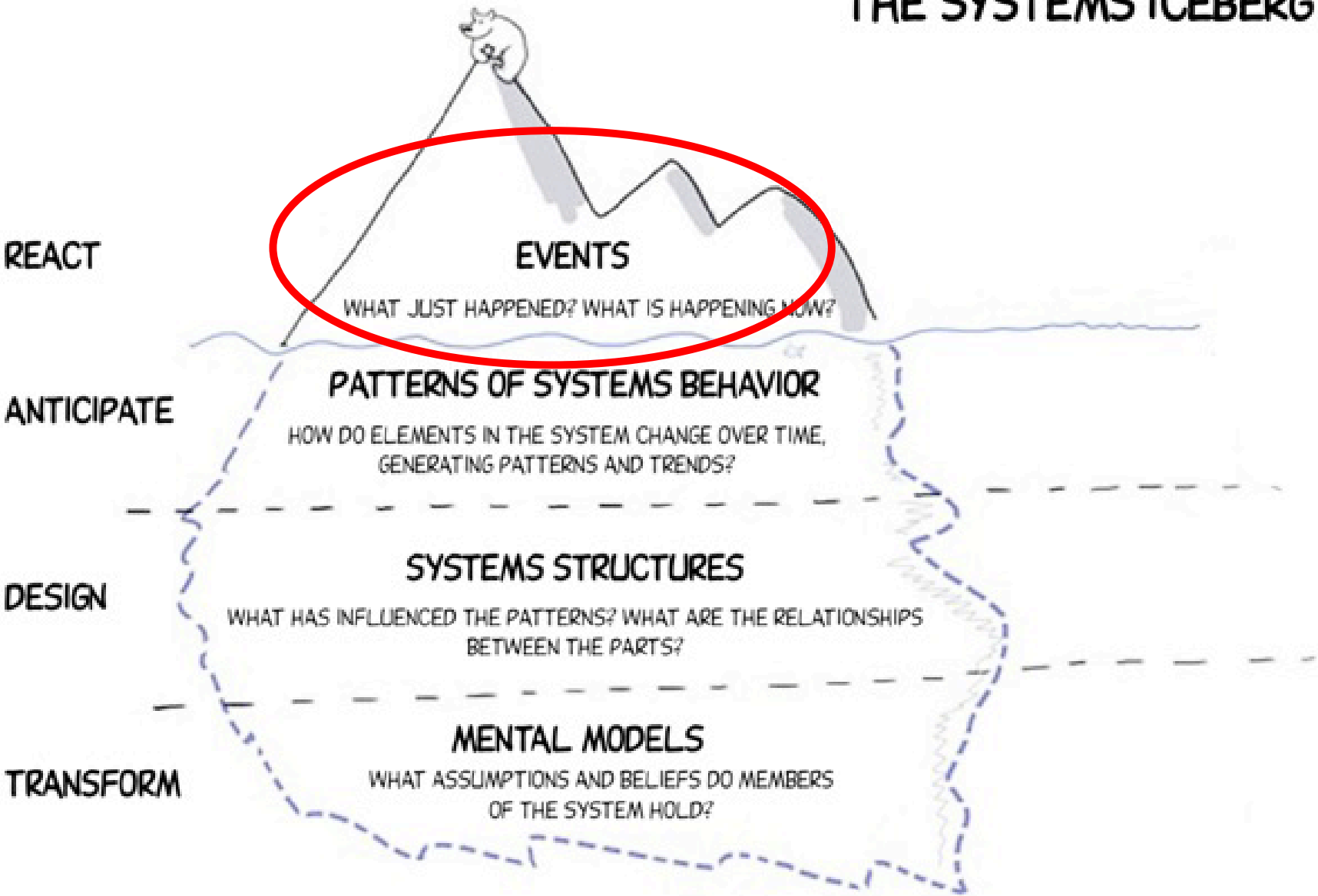
Draw on a base of evidence



Systems thinking...a discipline for seeing wholes. A framework for seeing interrelationships rather than things, for seeing patterns of change rather than static snapshots. *Peter Senge*

<https://youtu.be/eXdzKBWDraM>

THE SYSTEMS ICEBERG



1.The Event Level

While problems observed at the event level can often be addressed with a simple readjustment, the iceberg model pushes us not to assume that every issue can be solved by simply treating the symptom or adjusting at the event level.

2. The Pattern Level

If we look just below the event level, we often notice patterns. Similar events have been taking place over time. Observing patterns allows us to forecast and forestall events.

3. The Structure Level

Below the pattern level lies the structure level. When we ask, “What is causing the pattern we are observing?” the answer is usually some kind of structure. Structures can include the following:

1. Physical things — like roads, traffic lights or terrain.
2. Organizations — like corporations, governments, and schools.
3. Policies — like laws, regulations, and tax structures.
4. Ritual — habitual behaviors.

4. The Mental Model Level

Mental models are the attitudes, beliefs, morals, expectations, and values that allow structures to continue functioning as they are. These are the beliefs that we often learn subconsciously from our society or family and are likely unaware of.

SYSTEMS ARCHETYPES

Systems Archetypes are one class of tools that capture the “common stories” in systems thinking.

They are the dynamic phenomena that occur repeatedly in diverse settings.

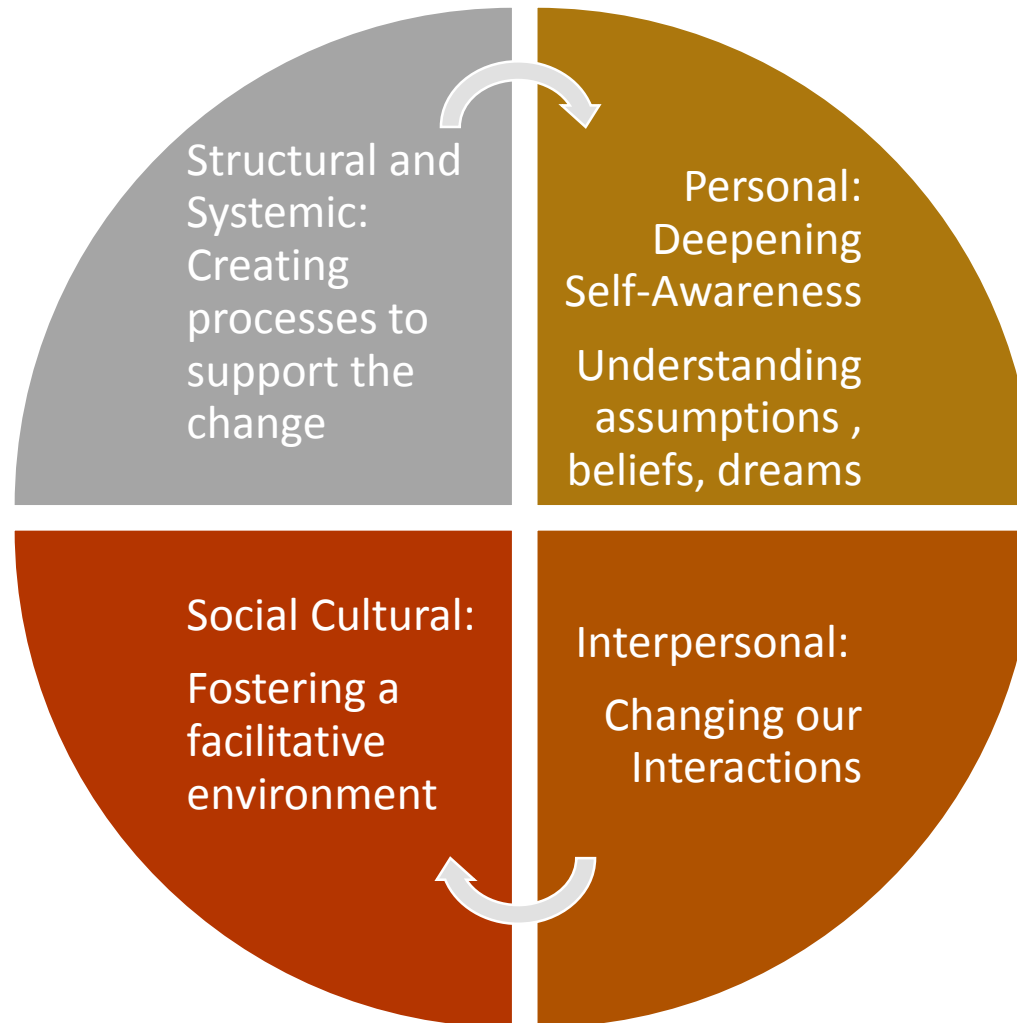
They are powerful tools for diagnosing problems and identifying high-leverage interventions that will create fundamental change.

Thesystemsthinker.com



**Inner Changes
Create Outer
Changes**

Quadrants of Change

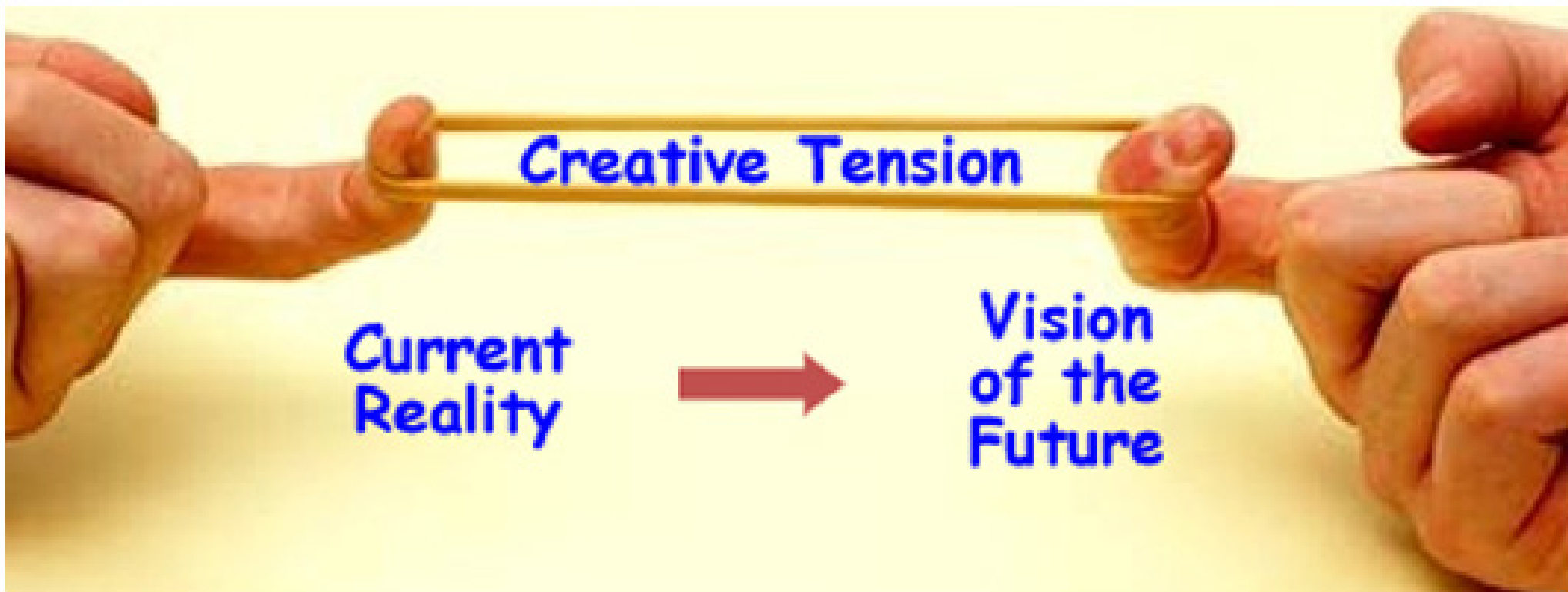




CREATING YOUR PERSONAL VISION

"If you limit your choices only to what seems possible or reasonable, you disconnect yourself from **what you truly want**, and all that is left is a compromise."

Robert Fritz, "The Path Of Least Resistance"



Creative Tension is a structure that facilitates creativity and change.

Like a rubber band, the tension seeks resolution.

Clarity of vision sustains the tension and helps to shift from the current reality



VISUALIZE YOUR IDEAL

Your physical health

Your social and emotional health

Your relationships

Your career and working environment



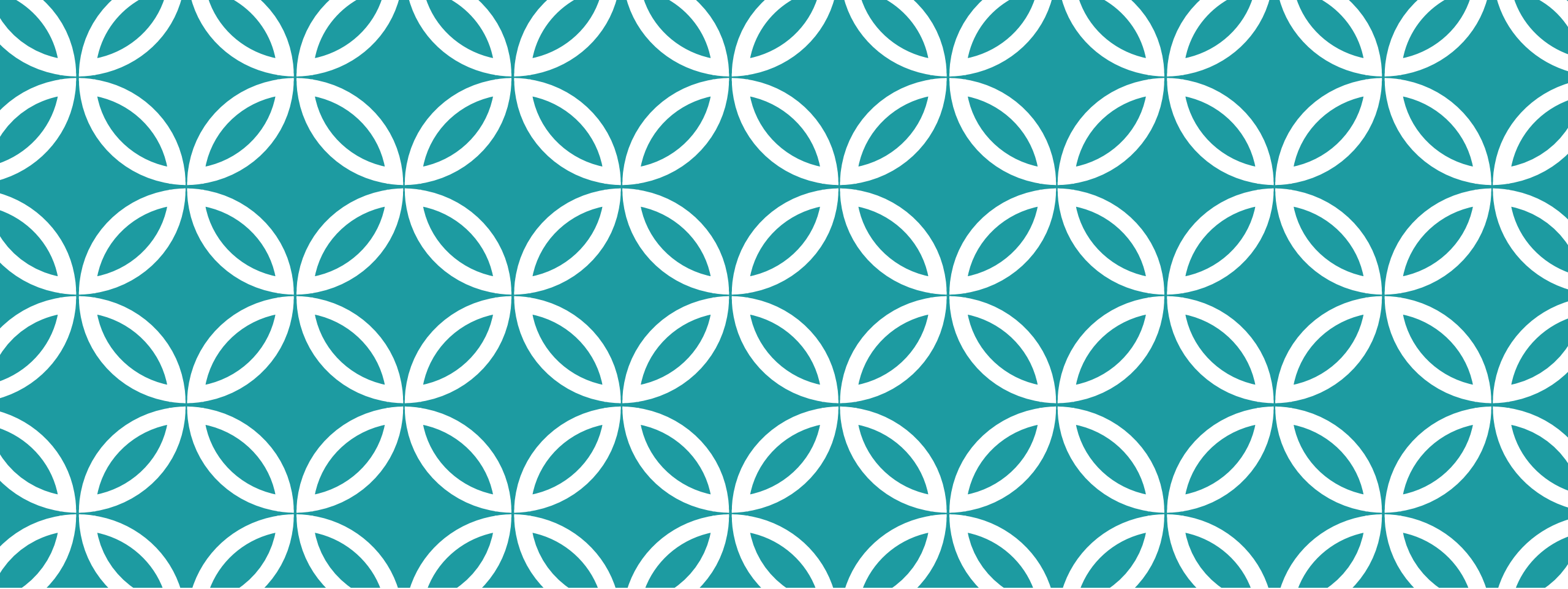
REALITY CHECK



CLOSING INTENTION

Please write down one or two things that you have learned or thought about today that you intend to try and integrate into your practice.

Please write it down on a piece of paper and bring up to the front.



**COMPASSION FOR OTHERS BEGINS WITH
KINDNESS TO OURSELVES**

