

Organisational Ecology

Training and Accreditation Pathways



Context

Many leaders and organisations are finding themselves stuck, not fit for the complexity we are in. Complexity demands different ways of seeing, being and acting in the world. To adapt and thrive in it, we must go beyond the dominant technical and individual psychological paradigms we've become captive to and integrate a third, systemic lens.

Reductionist, analytical and linear-causal sense-making have a place but are not a match for complexity. Growing our systemic and relational intelligence for interdependence is an imperative.

The Organonomics™ methodology has evolved over the last 30 years in response to this challenge. It is a set of principles, frameworks and practices to help develop, relearn and apply systems thinking in the context of organisations.

Whilst systems theory and complexity science have been around for decades, some but not many methods exist to practically apply it in organisational contexts. Organonomics is designed for this purpose.

Our 3R Pathway – rewire, reframe, repattern – provides a scaffold for individuals, leaders, teams and organisations – to flourish as complex systems™ and continuously adapt to be in flow and coherence.

Drawing on systems, complexity, ecology, sensemaking and adult development theory, it offers a way for individuals, leaders & organisations to address their presenting challenges and achieve their goals. By creating a containing space for new learning, discovery and adaption, it enables them to self-organise and emerge new patterns of functioning and relating.

In this practice of working on and changing their systems, people (not expert at the start), grow their systemic lens and capability. Whilst at the same time, by weaving these new rituals into their organisational patterning, they develop deliberate adaptive learning cultures, to become more ecological.

Extending the practice

The demand for Organonomics work is growing so we are developing a series of workshops, training and accreditation pathways to enable others to develop and apply this lens and practice. These pathways are designed for different contexts supporting consultants, coaches, leaders and HR practitioners to apply the methodology in their roles distinctively.

All pathways start with our Foundations Module. This introduces the Organonomics frameworks and principles and is a pre-requisite for starting on any of the role learning and accreditation pathways.

Orgonomics Foundations

A new lens on organisations and change

Overview

Most leadership and organisation development work, focuses technically on the organisation – its structures, resources and processes – or on people – their values, styles, personalities, skills and behaviours.

The work typically does not focus on ‘the system’ – the patterns of sensemaking, relating and interacting between the parts – from which behaviour, symptom or flow emerges. However, ‘We cannot address systemic challenges simply using technical, psychological and interpersonal means’. Which is why we may find ourselves stuck.

Foundations introduces a new set of assumptions, principles and frameworks to help individuals, teams and organisations discover and change the systems they are part of: their patterns of sensemaking and relating so they can be liberated and achieve powerful new outcomes.

Objectives

With this module, you will:

- Get ‘a new pair of glasses’ for making sense of behaviour, organisations and change systemically.
- Understand how even well intended current practices may be keeping us stuck.
- Start to see and shift relational patterns to address presenting symptoms.
- Practise how to observe, uncover and reframe your role/s to change a system or pattern you may be captive to.
- Have a new set of assumptions, principles and frameworks for thinking about how individuals and systems can continuously adapt to find flow and coherence.

Process

The sessions will be highly interactive and involve working with real case studies, as well as your issues and challenges.

Group size will be limited to a maximum of 18 participants.

To help support your learning, you can expect some reading and exercises before the start of the program and in between each session.

Faculty

Joan Lurie CEO and Founder of Orgonomics will be facilitating the Foundations Module.

Joan is a Fulbright Scholar with a Masters in Adult Education and Development, and a MA in Developmental Psychology. She has been working systemically with clients for the past 30 years and she is excited to now bring this work into the field in more expansive ways.