

Let's build energy  
for change  
by facilitating

**Systems Thinking**

# Let's Consider....

**A Systems Approach** - The organization is the unit of change guided by a common mission and goals as workers integrate programs and services around purpose and needs.

(Snyder and Anderson, *Managing Productive Schools*, 1986)

**Systems Thinking** – Shifting from parts to whole thinking through a learning organization, personal mastery, mental models, a shared vision, and team learning

(Senge, *The Fifth Discipline*, 1990)

**Systems Thinking** : The *Human Living Force*

in a community that drives change, which generates energy for the change initiatives that follow.

-LSSD (2008)

**Systems Thinking** is a community's own emerging knowledge and understanding about the present and the future, which **results from dialogue and networks of conversation**, and leads to subsequent collective action.

-LSSD (2008)

# The World Cafe

By Juanita Brown and David Isaacs

## **Assumptions:**

*Dialogue is the core process for discovering  
Shared meaning, accessing collective intelligences,  
and bringing forth the future*

# Four Key Dialogue Principles

**1. Hospitable spaces for conversation**

**2. Questions that matter for dialogue**

**3. Small groups for conversation  
that cross fertilize**

**4. All listen together for patterns,  
insights, and deeper questions.**

# Dialogue Skills

- 1. Suspend judgment, assumptions and certainties**
- 2. Speak intentionally to the center of the table**
- 3. Build upon the ideas of others**
- 4. Observe the thought process in yourself and others**

# The World Café.....

## Method

1. Café Question(s) that matter(s)
2. Three Rounds of dialogue in small groups
3. Sharing between Rounds to the whole group
4. Share highlights from the Café in response to the question(s)

The World Café Question Today:

*What are the implications  
of global trends for school  
development?*



# **ROUND 1:**

## **DIALOGUE ABOUT THE QUESTION**

**What are the implications  
of global trends for school  
development?**

# ROUND 2:

ONE PERSON REMAINS,  
& THE OTHERS  
FIND NEW GROUPS  
SHARE THE STORY OF THE  
TABLE DIALOGUE  
FACILITATE MORE DIALOGUE

**What are the implications  
of global trends for school  
development?**

## Round 3

One person again remains while the others distribute themselves among the different tables. The earlier ideas are shared, and new ideas added.

**What are the implications of global trends for school development?**

**Let's share a few ideas  
from groups**

Someone records these  
ideas.....