

Key beliefs: people and systems



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Key beliefs about people and systems

I have found these perspectives to serve me and my clients very well over many years

- Organizations are best thought of as living systems
- We get our best results when we honor people and value their past
- It is really helpful to attention to all of the whole, the connections and the opportunities and not get lost in focusing on the problems and the parts
- You will make more progress when you focus a shared intention about who, what and how
- It is vital to focus on real people, real issues in real time and not to get lost in theory or abstraction
- Conversations work best when all cards are face up on the table
- Treat information as if it was the air we breathe: flood the system with information and let each take from it what they need
- Talk, and especially listen, directly to one another
- Remember, the soft stuff is really the hard stuff

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