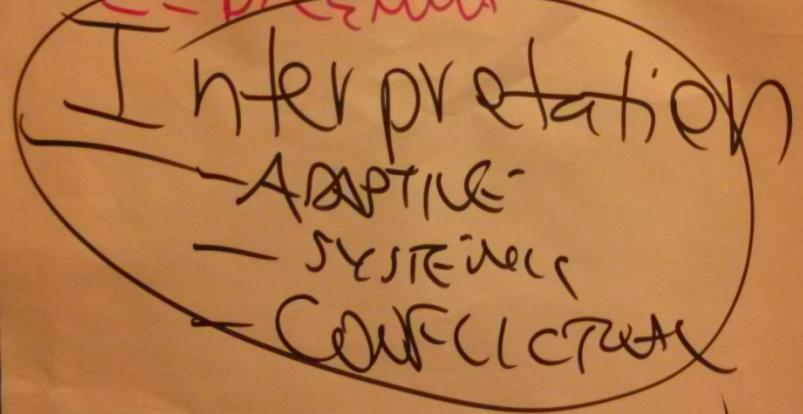


- 1) USE YOURSELF AS DATA
- 2) GROUP AS A CASE
- 3) TRACK INTERVENTIONS
- 4) NOTICE FACTIONS

OBSERVATION

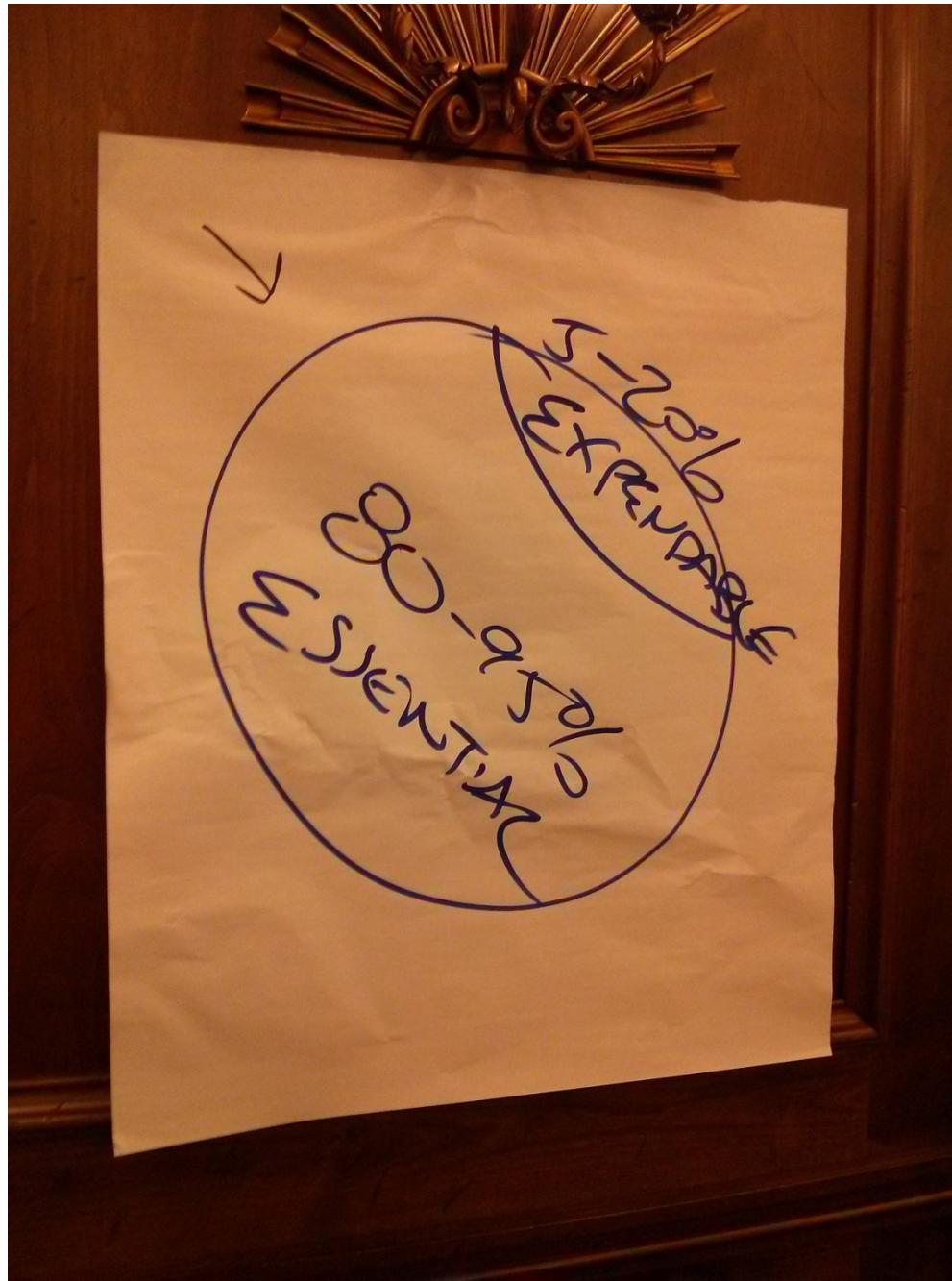
1 - ROBOT 3 - SYSTEM
2 - PLENUM



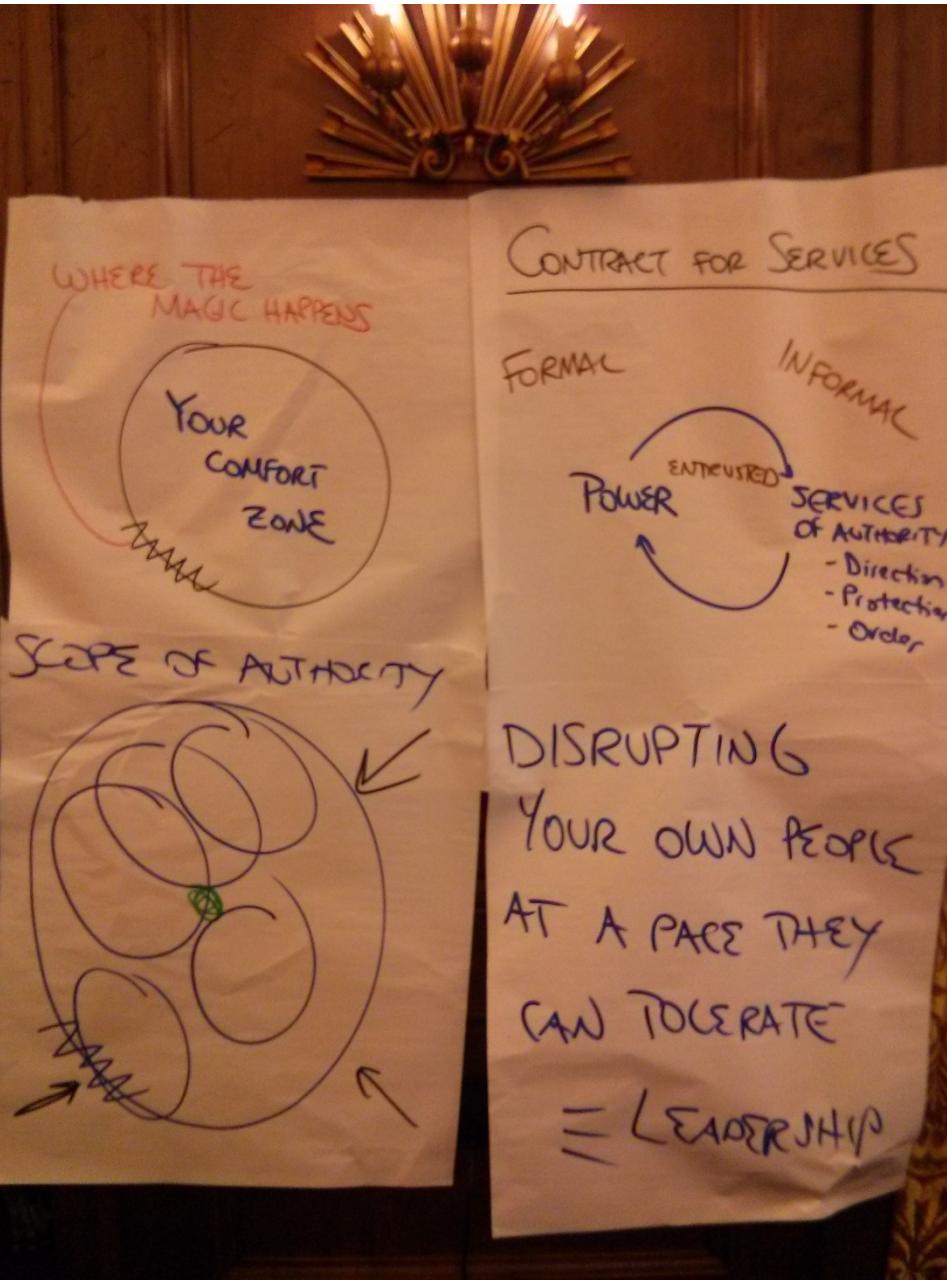
INTERVENTION

GETTING ON THE BALCONY





SELF
TEAM / PEOPLE
ISSUE



AUTHORITY

CONTENT

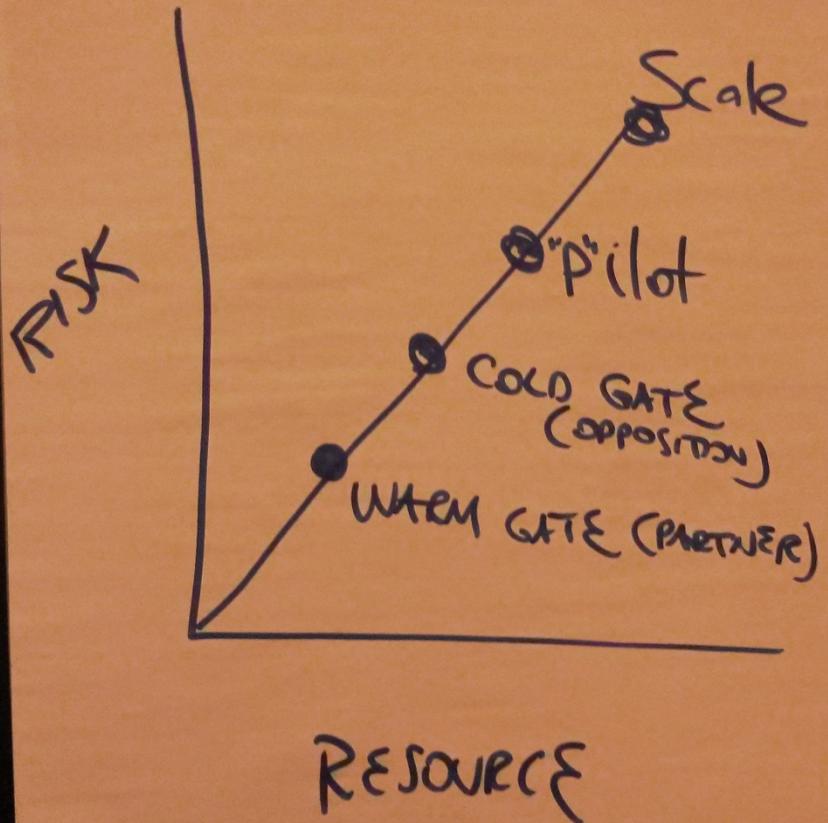
FLOW

DECISION

EXPLANATION

IMPLEMENTATION

PRACTICE



① When will you meet
next?

② Homework Tools; ~~etc~~
Personal work
Group Preparation

③ What would success look
like in meeting?

VALUES

WATCH THEIR BEHAVIORS

- WHAT IS
IMPORTANT IN
THE CONTEXT
OF THE FRAMING
YOU CHOOSE

LOYALTIES

- WHO IS
IMPORTANT TO
THEM IN THE CONTEXT
OF THE CHALLENGE/
FRAMING



1) OPPOSITION *

2) AUTHORITY

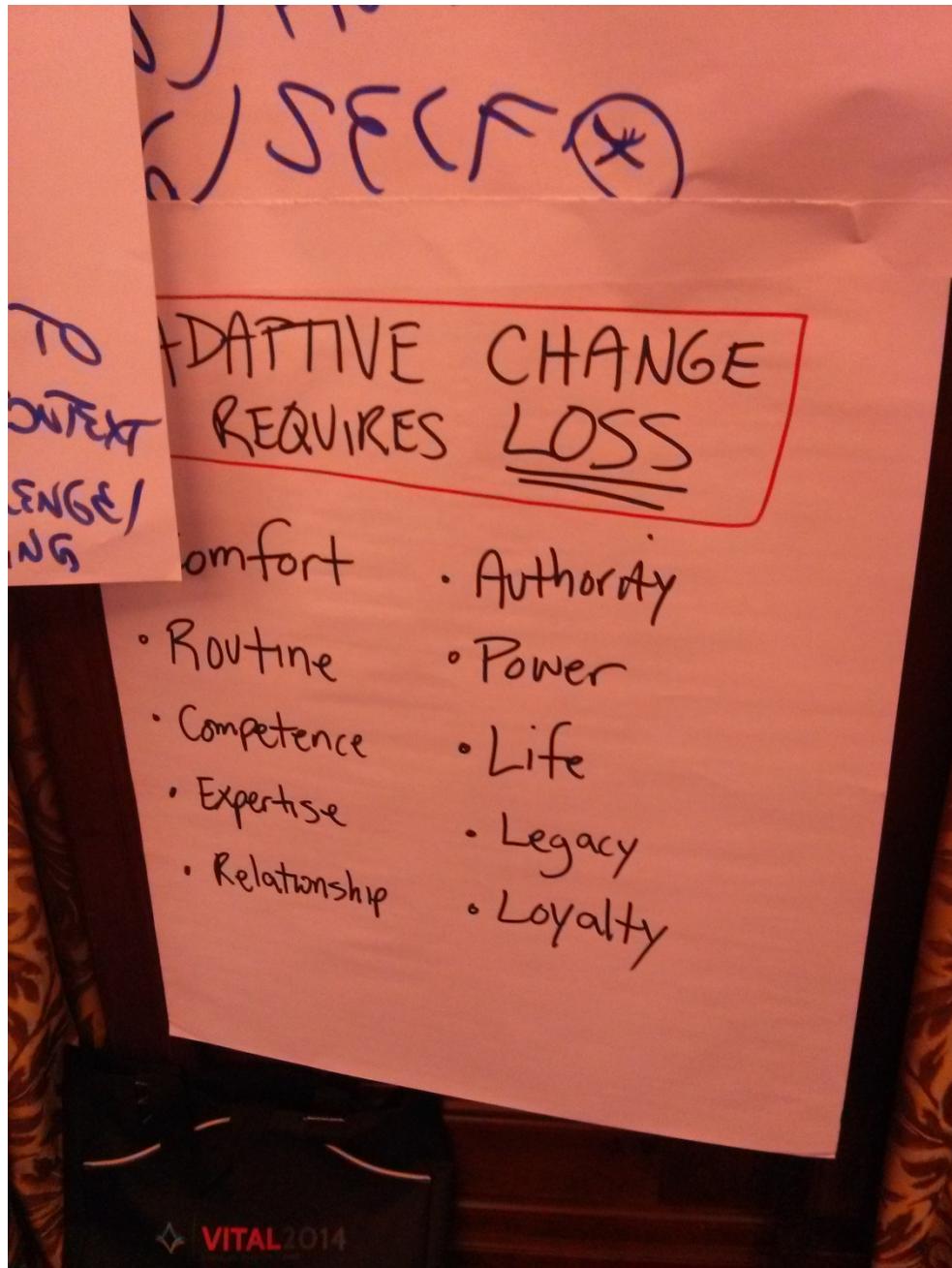
3) PARTNER / ALLIES *

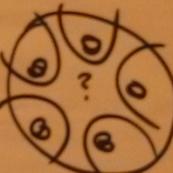
4) TROUBLEMAIKERS

5) PERSUADERS

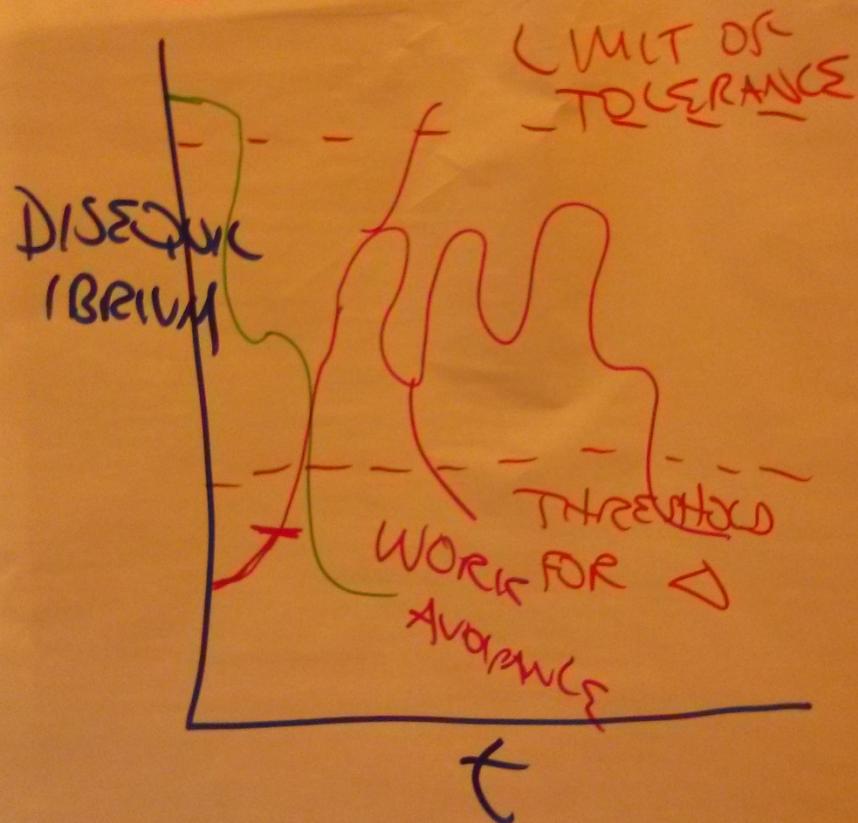
6) SECURE *

ADAPTIVE



	PROBLEM	SOLUTION	TYPE OF WORK
TECHNICAL	CLEAR •	CLEAR •	EXPERTISE AUTHORITY DELEGATION • → •
ADAPTIVE	CLEAR •	UNKNOWN 	EXPERIMENTATION LEADERSHIP LEARNING LOSS • → 
	UNKNOWN 	UNKNOWN 	↑ + ORCHESTRATING CONFLICT RISK TAKING

3F's



A → B

A → D' → D'' → X