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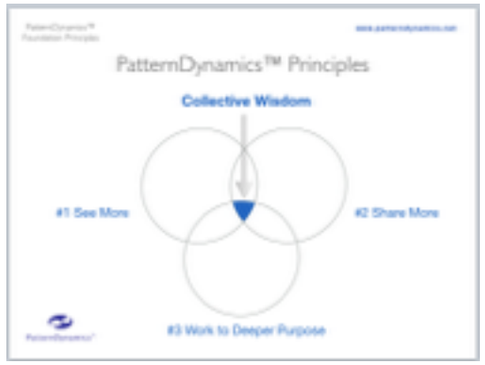
Foundation Principles



Matrix Chart

Source Course

Source Chart

Holarchy Chart

Decision Guide

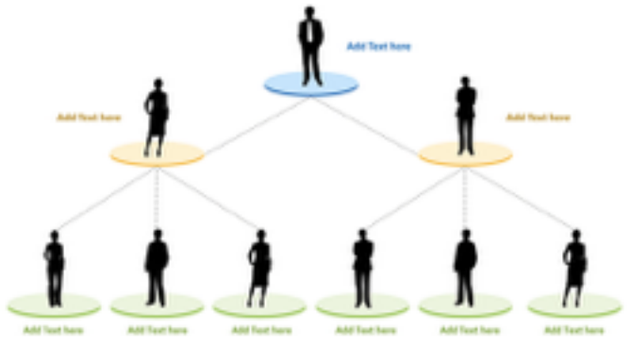
Operating System

PatternDynamics™

Context

As the world becomes more complex, social and organisational challenges can no longer be met using outdated, simplistic traditional structures.

Dealing with the complexity challenge requires a **sustainable transition** to a more sophisticated, adaptive, Living Systems Operating Model.



Centralised,Hierarchical, Command and Control Structures
(Machine Model)

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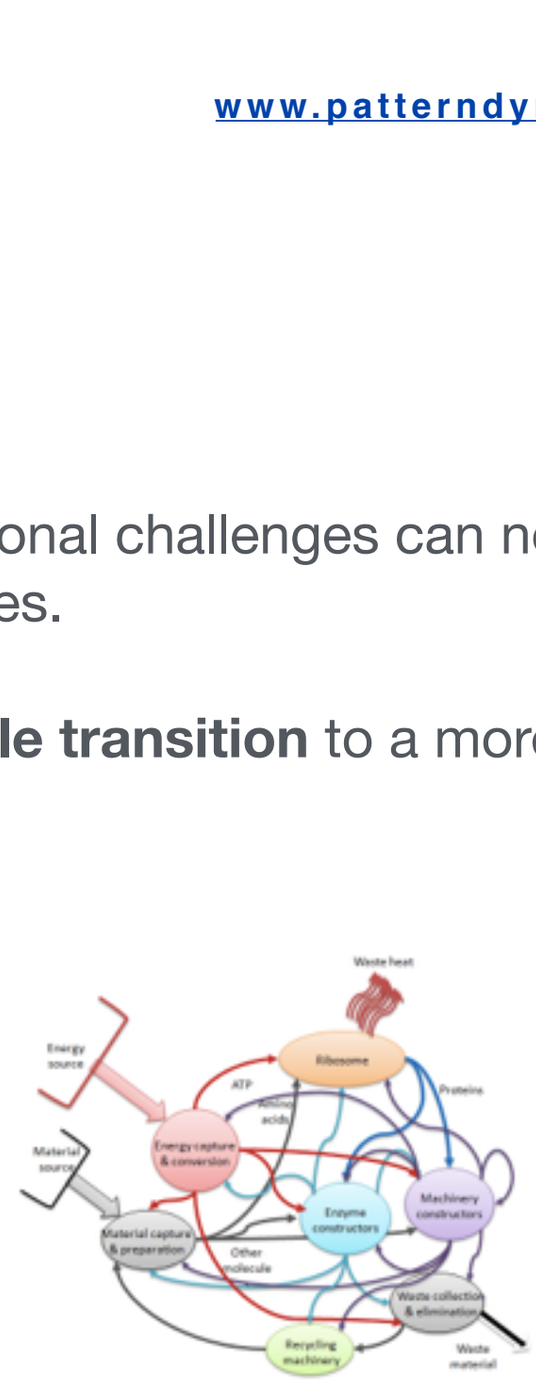

Decentralised, Networked, Adaptive Operating Models
(Living Systems Model)

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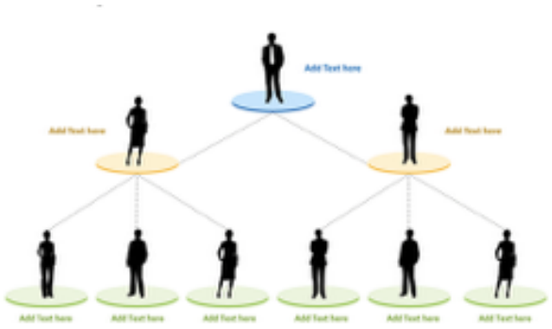
Why PD ?

Many alternative operating models require:

- mass uptake to become effective
- big structural changes that are difficult to complete
- overly disruptive interventions that often impede effectiveness
- high stakes reorganisations that pose a risk of chaotic breakdown

A better approach is a **sustainable transition** to a more suitable operating model.



Command and Control Structures

PatternDynamics™ (PD)

- **Starts by Empowering Individuals**
- **Immediate Traction**
- **Sustainable Transition**
- **Low Risk**
- **Focuses on distributed decision making**
- **Skills Based**
- **Step-by-Step learning pathway**

Living Systems Operating Models

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Requisite Literacy for a Planetary World

PatternDynamics™ helps people gain ecologically orientated systems thinking skills that allow them to understand, communicate, and problem solve more successfully in an increasingly complex world.

It forms a basic systems thinking literacy that can be easily and seamlessly “plugged in” to any organisation or community process to assist with the shift to a more adaptive operating model.

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How ?

PatternDynamics™ integrates 3 simple, but highly leveraged strategies for helping you learn to transition to a living systems operating model:

- A Proprietary Systems Thinking Framework

- A Decision Making Practice

- An Operating System that Simplifies Complex Problem Solving

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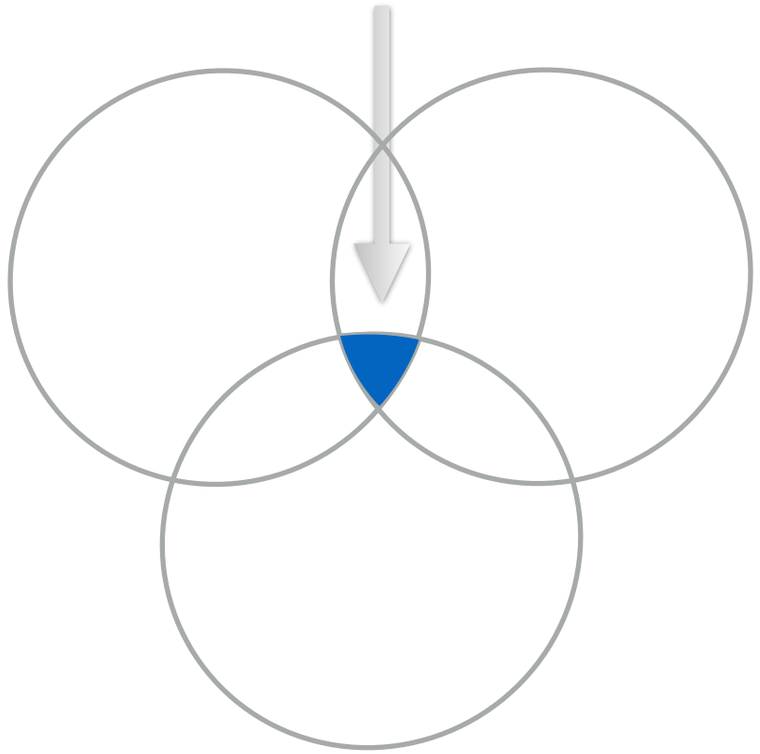
PatternDynamics™ Principles

It's all based on just 3 simple principles

Collective Wisdom



#1 See More

(systems thinking)

#2 Share More

(collaborative thinking)

#3 Integrate through Deeper Purpose

(purpose-driven)

PatternDynamics™: purpose-driven, collaborative systems thinking.

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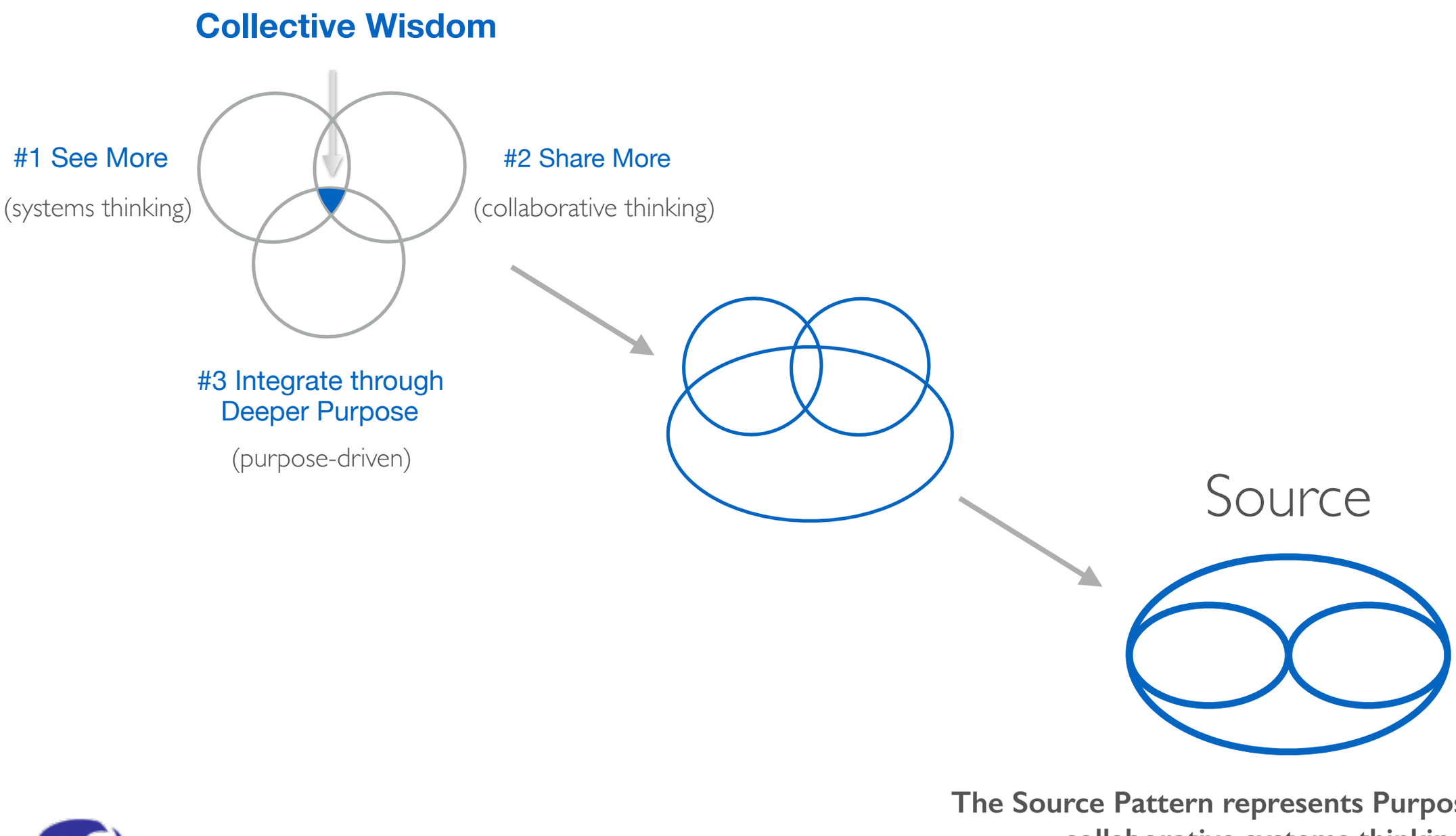
From Principles to Source



The Source Pattern represents Purpose-driven, collaborative systems thinking.

Source Practice

Getting Started with PatternDynamics™

Source is based on working to a shared purpose. It is the most foundational and central organising principle in the PD framework

Operate from Collective Wisdom

Source

Purpose-driven Collaborative Systems Thinking

See More	Part		Whole	Systems Thinking
Share More	Tangible		Intangible	Collaborative Enquiring
Iterate to Purpose	Short Term		Long Term	Purpose-driven

Purpose-driven collaborative systems thinking that helps you operate from collective wisdom.

Decision Evaluation Tool

1. Reflect on and clarify your group's deeper shared purpose or goal (Source).

2. Map your current thinking onto the sliders.

3. Seek the perspectives of other people who will be most impacted by your decision.

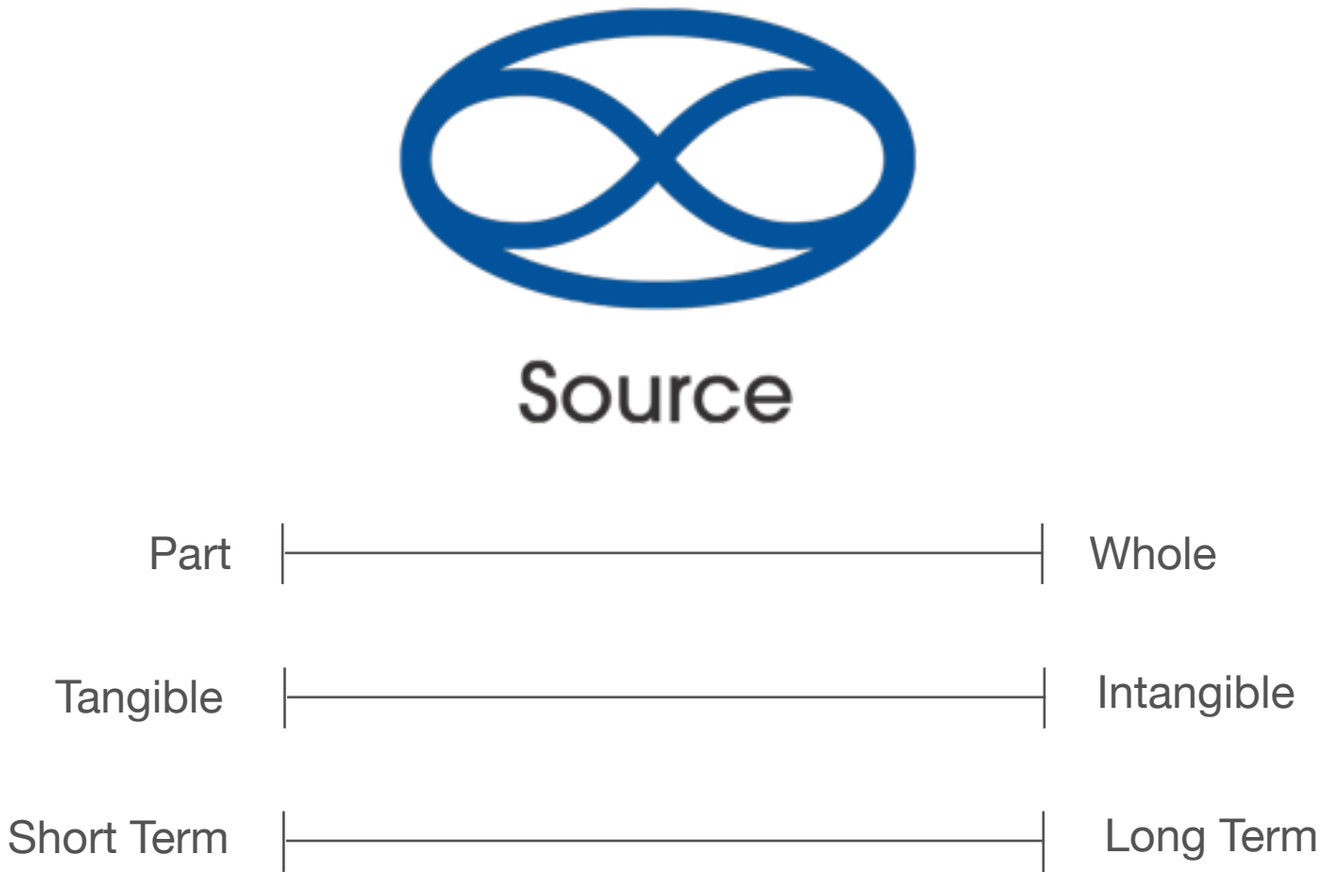
4. Ask them how their views support the shared purpose and map their views onto the sliders.

5. Reflect on these collective insights. What do they reveal about your organisational system?

6. How can you use these collective insights to improve your decision?

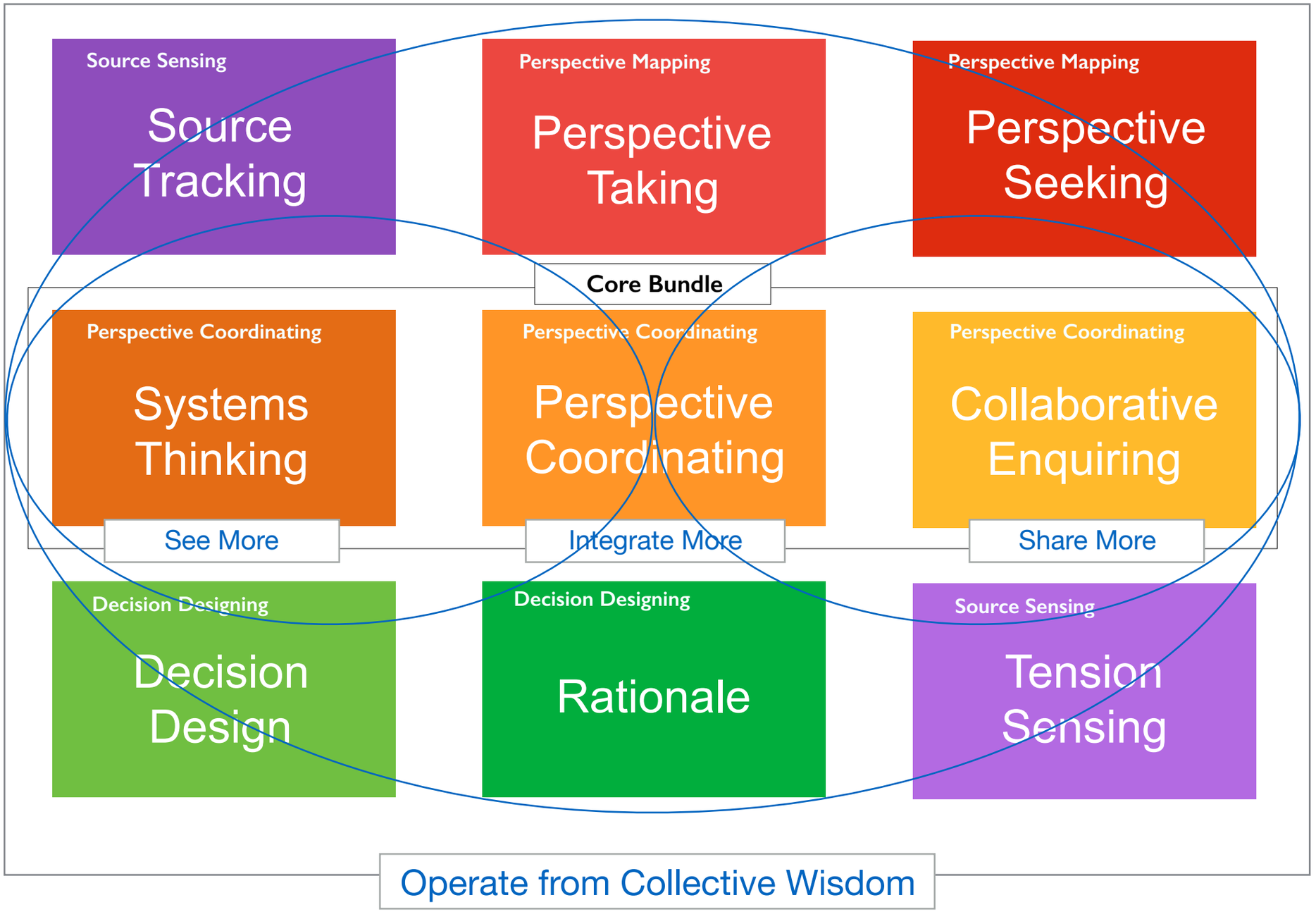
Source Practice

Getting Started with PatternDynamics™



Purpose-driven collaborative systems thinking that helps you operate from collective wisdom

Decision Making Practices



Decision Making Practices

PatternDynamics™
Operating System

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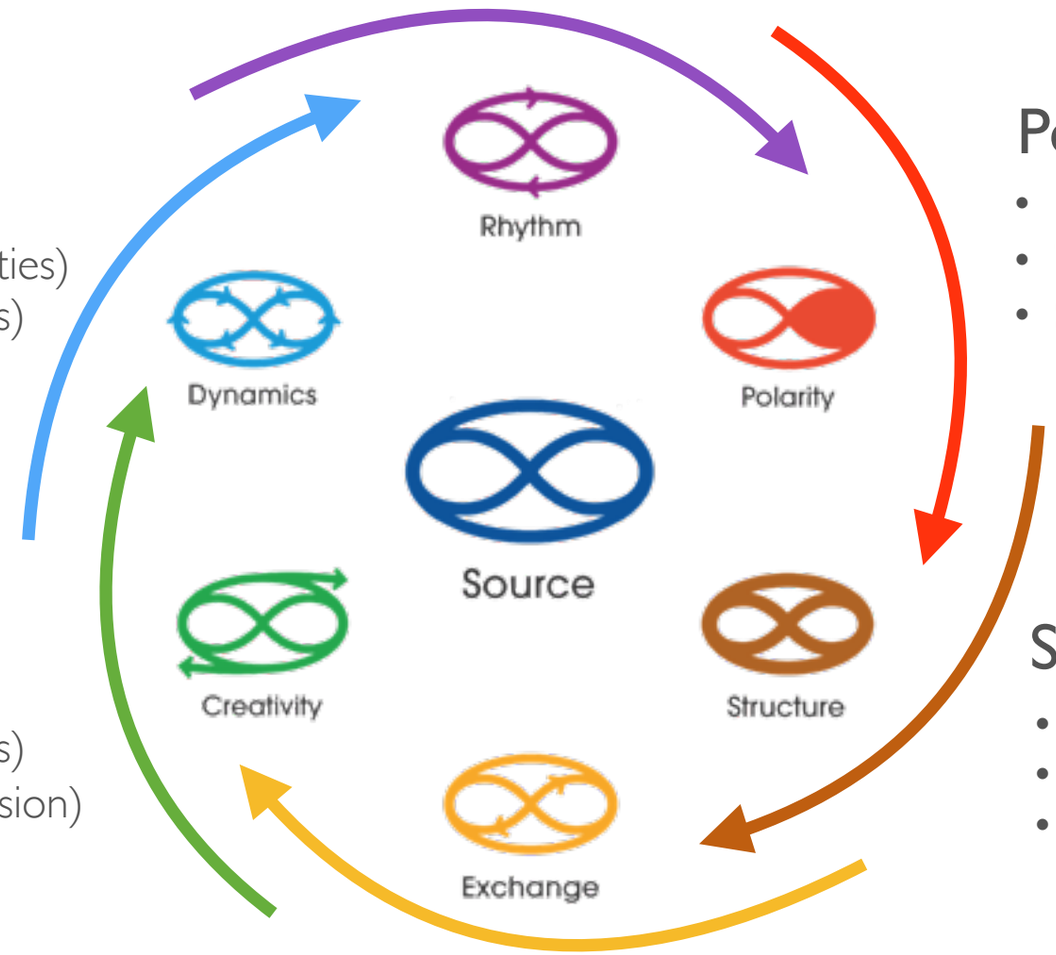
Collaborative Systems Enquiry

Source Sensing

- Rhythm Decisions (schedule routines)
- **Tension Sensing** (identify challenges and opportunities)
- **Source Tracking** (prioritise tensions)

Reflective Governing

- Goals (set milestones)
- Agreements (record responsibilities)
- Accountability (review outcomes)



Perspective Mapping

- **Identify Perspectives** (list stakeholders)
- **Take Perspectives** (evaluate views)
- **Seek Perspectives** (inquire re views)

Decision Designing

- Innovate (connect perspectives)
- **Design Decision** (create decision)
- **Rationale** (explain reasoning)

Structure Diagramming

- **Identify Roles** (record responsibilities)
- Clarify Authority (record authorities)
- Draw Structure (identify relationships)

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Perspective Coordinating

- **Collaborative Enquiring** (exchange perspectives)
- **Systems Thinking** (locate principles)
- **Perspective Coordination** (prioritise principles)

PatternDynamics™
thrive in complexity

PatternDynamics™ First Order Chart

Dynamics

Rhythm

Polarity

Source

Creativity

Exchange

Structure

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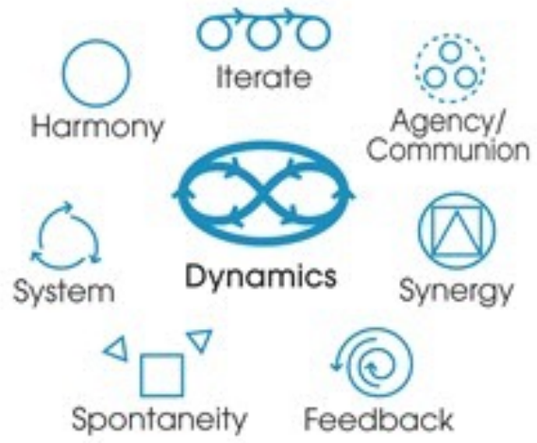
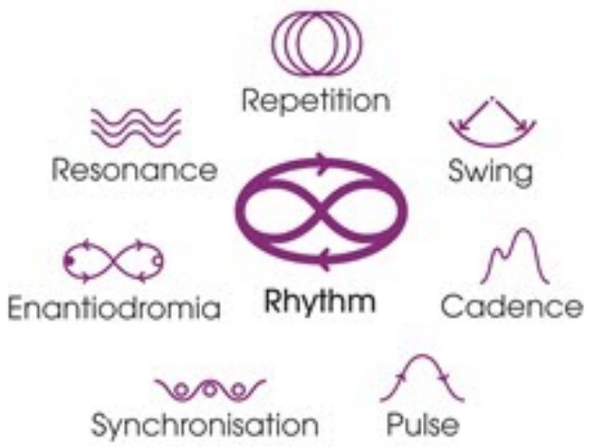
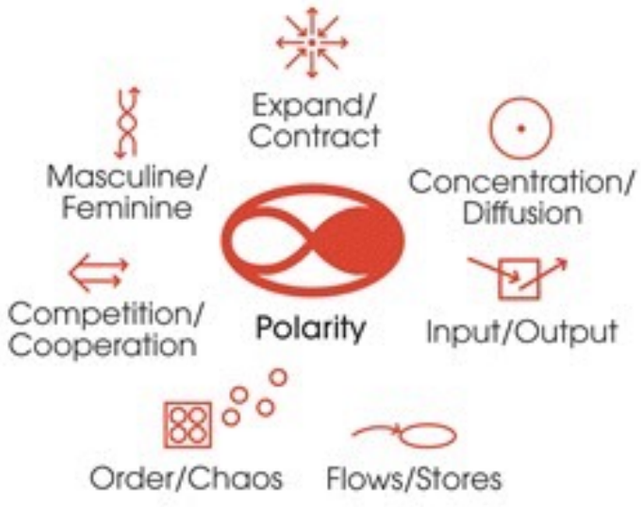
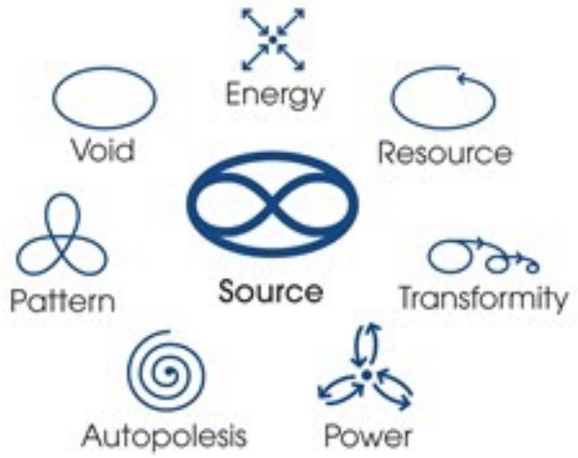
PatternDynamics™
thrive in complexity

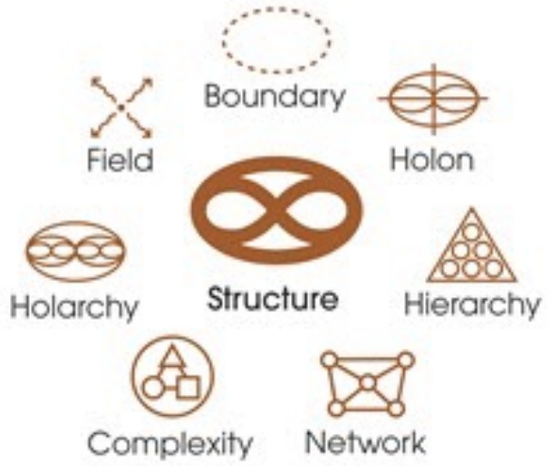
PatternDynamics™ Holarchy Chart











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PatternDynamics™ Matrix Chart

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PatternDynamics™ thrive in complexity	Source	Dynamics	Creativity	Exchange	Structure	Polarity	Rhythm
Source	Void	Harmony	Elegance	Flow	Field	Masculine/ Feminine	Resonance
Dynamics	Pattern	System	Evolution	Process	Holarchy	Competition/ Cooperation	Enantiodromia
Creativity	Autopolesis	Spontaneity	Emergence	Uniqueness	Complexity	Order/Chaos	Synchronisation
Exchange	Power	Feedback	Growth	Trade	Network	Flows/Stores	Pulse
Structure	Transformity	Synergy	Adaptation	Capture	Hierarchy	Input/Output	Cadence
Polarity	Resource	Agency/Communion	Bifurcation	Balance	Holon	Concentration/ Diffusion	Swing
Rhythm	Energy	Iterate	Seed	Cycle	Boundary	Expand/Contract	Repetition