Theory U, Mindfulness and Global Change

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CROSSING the THRESHOLD:
STEPPING into the FIELD of the FUTURE

DOWNLOADING
PAST PATTERNS

PERFORMING
by OPERATING from the WHOLE

EMBODYING

SUSPENDING
with FRESH EYES

PROTOTYPING
by LINKING HEAD, HEART, HAND

ENACTING

SEEING
with FRESH EYES

CRystallIZING
VISION and INTENTION

REDIRECTING

LETTING COME

Sensing
from the FIELD

LETTING GO

PRESENTING
CONNECTING to SOURCE

Three Ways to Happiness Bridging 3 Divides - Tri Hita Karana

UN SDSN SEA hub @ UID Creative Campus Kura Kura Bali
What line would YOU put on the entrance door of the New University that captured the essence of YOUR next step?

What line would capture the essence of OUR next developmental step as organizations & societal systems?
ECOLOGICAL DIVIDE: SELF ≠ NATURE

SOCIAL DIVIDE: SELF ≠ OTHER

SPIRITUAL DIVIDE: SELF ≠ SELF

DOWNLOADING PAST PATTERNS

OBSERVE, OBSERVE, OBSERVE

ACT IN AN INSTANT: PROTOTYPE

REREAT & REFLECT:
ALLOW THE INNER KNOWING TO EMERGE
"The SUCCESS of an INTERVENTION DEPENDS on the INTERIOR CONDITION of the INTERVENOR."
- WILLIAM O’BRIEN, FORMER CEO of the HANOVER INSURANCE COMPANY

DOWNLOADING
PAST PATTERNS

PERFORMING
by OPERATING from the WHOLE

SUSPENDING

EMBODYING

SEEING
with FRESH EYES

PROTOTYPING the NEW
by LINKING HEAD, HEART, HAND

REDIRECTING

ENACTING

SENSING
FROM the FIELD

CRYSTALLIZING
VISION and INTENTION

OPEN MIND

OPEN HEART

OPEN WILL

LETTING GO

LETTING COME

PRESENCING
CONNECTING to SOURCE
ECOLOGICAL DIVIDE:
SELF ≠ NATURE

SOCIAL DIVIDE:
SELF ≠ OTHER

SPIRITUAL DIVIDE:
SELF ≠ SELF

ATTENTION
MICRO:
LISTENING

MEZO:
CONVERSING

MACRO:
ORGANIZING

MUNDO:
COORDINATING

1.0
HABITUAL

DOWNLOADING
HABITUAL

DOWNLOADING
POLITE PHRASES

CENTRALIZED
HIERARCHY

CENTRALIZED
COMMANDING

2.0
ECO-SYSTEM

FACTUAL
OPEN-MINDED

DEBATE
“I AM MY POINT OF VIEW”
SPEAKING MY VIEW

DECENTRALIZED
DIVISIONS

FREE MARKET
COMPETING

3.0
STAKEHOLDER

EMPATHIC
OPEN-HEARTED

DIALOGUE
“I HAVE A POINT OF VIEW”
SPEAKING FROM THE WHOLE
INQUIRY

NETWORKED
STAKEHOLDER
GROUPS

SOCIAL MARKET
NEGOTIATING

4.0
ECO-SYSTEM

GENERATIVE
OPEN-PRESENCE

COLLECTIVE
CREATIVITY:
PRESENTING, FLOW
SPEAKING FROM
WHAT IS MOVING
THROUGH

ECO-SYSTEM
CO-CREATING

CO-CREATIVE
ECO-SYSTEM
AWARENESS BASED
COLLECTIVE ACTION

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Namibia: Maternal Health

U-Process

**Co-initiate:**
Stop and listen to others. Learn through listening and dialogue.

**Co-sense:**
Observe, observe, observe. Learn through observation.

**Co-inspire:**
Connect to the source of inspiration and will. Moments of deep reflection.

**Co-create:**
Develop prototypes and innovations. Learn by doing to become wise through small-scale practice.

**Co-evolve:**
Integrate the new in practice. Scale up what is working in the prototypes to create deeper impact.

One Process
Five Movements

Maternal Health Initiative

Visits places of greatest potential
Observe with both mind and heart
Wide open; listen to patients, the primary direct
Connect: experience your part in the system you want to change
Make sense of what you've experienced

Grew successful innovations: improved interactions between service providers and patients
"It used to be routine... now we are working condoms into the change!" (Principal nurse, maternity unit, AGH)
"It's not just about reviewing documents... but about growing personalization." (Deputy Permanent Secretary World)

Prototype: a microcosm of the new to explore future possibilities by doing
Improve access to services (CHA/CHC/CHF and others)
Increase community awareness (radio talk shows)
Develop skills and capabilities (in-service training; ambulance service)
Khosnas Regional Delivery Unit

"I am the system."

Retreat and reflect: allow inner knowing to emerge
"I simply knew something I had no way of knowing!"
"Seeing through different eyes, I discovered purpose and meaning in what I did!"
"And there it was: the aha moment!"
As the mainstream moves from 2.0 to 3.0, the innovators need to learn how to move from 3.0 to 4.0

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<th>OS</th>
<th>Health</th>
<th>Learning</th>
<th>Farm/Food</th>
<th>Finance</th>
<th>Mgmt</th>
<th>Governance</th>
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<tr>
<td>1.0: Input and authority-centric</td>
<td>Traditional doctor-centric medicine</td>
<td>Traditional teacher-centric</td>
<td>Traditional farmer-centric</td>
<td>Traditional Financial Capital</td>
<td>Centralized</td>
<td>Hierarchy: Centralized</td>
</tr>
<tr>
<td>3.0: Outcome- and user-centric</td>
<td>Patient-centric medicine</td>
<td>Student-centric</td>
<td>Organic Ag: eco-centric</td>
<td>Impact Investing: externality aware</td>
<td>Networks</td>
<td>Dialogues: Stakeholder Capitalism</td>
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</table>
1. CO-INITIATING:
Eco-system Foundation:
Clarify commitment & intent
(3 days, Summer 2018)

Stakeholder Dialogues & Learning Journeys #1

2. CO-SENSING:
Share key learnings,
sense opportunities
(1-2 days, Fall 2018)

Stakeholder Dialogues & Learning Journeys #2

3. PRESENcing:
Share co-sensing results;
Stillness; crystallize prototype ideas
(2-3 days, Winter 2018/2019)

4. CO-CREATING:
Prototype design studio
(1 day, Spring 2019)

Prototyping activities #1

5. CO-EVOLVING:
Share main results,
from prototype to scale
(1-2 days, Summer/Fall 2019)

Prototyping activities #2
u.school
The New University
knowledge creation

Cross-Disciplines

Frameworks

Methods and Tools

innovation labs

Cross-Sectors

Well-being Lab, Ed Lab, Food Lab, Finance Lab, Business Lab

capacity building

Cross-Intelligences

u.lab 0X: Overview
u.lab 1X: Intro
Foundation Program
SPT, VPP

100 000+ PARTICIPANTS,
185 COUNTRIES, 600 HUBS
Methodology: Social Presencing Theater and 4d Sculpting
PURPOSE: BRIDGING THE THREE DIVIDES
CIVILIZATIONAL RENEWAL
INITIATIVES

SOCIAL FIELD
RESEARCH
SUMMER SCHOOL

4.0 LABS:
CO-SHAPING
THE FUTURE

ULAB 2X:
TRANSFORMING
OUR ECONOMY

ECO-SYSTEM
CATALYST MASTERCLASS

V.SCHOOL

ACTIVATING GENERATIVE SOCIAL FIELDS

NARRATIVES FOR CIVILIZATIONAL RENEWAL
TRANSFORMING CAPITALISM LAB

BEYOND GDP
Creating economies that generate wellbeing for all

READ THE STORIES
CONNECT

Watch the monthly live sessions, team up and join dialogues with fellow change makers from around the world.

Coming up

April 2018
Transforming Capitalism: Creating economies that generate wellbeing for all

- April 12
  - Live Session: Beyond GDP
  - Guest Speaker: Kate Raworth
  - 10:00 AM

- April 26
  - Community Café
  - Meet fellow change makers
  - 10:00 AM

May 2018
Nature: Addressing the disconnect between infinite growth and finite resources

- May 10
  - Live Session: Nature
  - Guest Speaker: tba
  - 10:00 AM

- May 31
  - Community Café
  - Meet fellow change makers
  - 10:00 AM
"Scharmer’s Theory U model of how to open our mind, emotions, and will to moments of discovery and mutual understanding is profound and much needed."

~ EDGAR SCHEIN, PROFESSOR EMERITUS AT MIT SLOAN SCHOOL OF MANAGEMENT
PURPOSE: BRIDGING THE THREE DIVIDES
MOVEMENT for CIVILIZATIONAL RENWAL
1 MILLION PARTICIPANTS,
185 COUNTRIES, 10,000 HUBS