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• Seeing Systems: Unlocking the Mysteries of Organizational Life (Berrett-Koehler) • Leading Systems: Lessons from the Power Lab (Berrett-Koehler) Everything I do - skip bartending and waitering - is aimed at helping first myself, then others, see more clearly the systems in which we live and work.

Barry Oshry - The Seeing Systems Blog

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This book is about seeing systems. It is about overcoming system blindness. It is about seeing our part in the context of the whole in ways that enable us to avoid misunderstandings and to interact more productively across organizational lines (Act One). It is about seeing the present in the context of the past, such that we can get a more accurate picture of our current condition (Act One). It is about seeing ourselves in relationship with others and creating satisfying and productive partnerships in these relationships (Act Two) is about seeing our systems' processes in ways that enable us to create systems with extraordinary capacities for surviving and developing (Act Three). It is about seeing the uncertainties in our system conditions in ways that enable us to move past the destructive battles of righteous position versus righteous position (Act IV).

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Sales and distribution are the lifeblood of any business; socially responsible businesses are no different. To make a difference in the world, a business has to make its product or service available and get the public to buy it. But how can one compete with businesses for which the bottom line is the only measure of success? You need to get creative! In this practical and inspiring guide, Thompson and Soper draw on real-world examples to show how a values-driven business can establish a foundation from which innovative sales and distribution strategies naturally flow. They lay out concrete steps for communicating a powerful, motivating vision for the business, and for designing sales and distribution strategies that fit the needs, interests, and habits of the target customer. Values Sell will help any socially conscious entrepreneur develop competitive sales and distribution strategies while staying true to his or her distinctive mission.

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Barry Oshry explains the problem with organizational structures in this dialogue between two consultants about a change initiative. A guide to Systems Thinking for organizations, it's as engaging and helpful as any business book you've ever read. Give it to team leaders, trainers, HR people, managers and chief execs and transform your organization.

Dignity. Isn't that what everybody really wants? You, me, your parents, your children, your friends, your colleagues at work: All of us want to be treated with dignity. The homeless person in the park; the elderly in nursing homes; students, teachers, principals; Christians, Jews, Muslims; taxi drivers, store clerks, waiters, police officers; prisoners and guards; immigrants; doctors, patients, nurses; the poor, the wealthy, the middle class; big nations, small nations, people without a homeland. Dignity. Everybody wants it, craves it, seeks it. People's whole lives change when they're treated with dignity and when they're not. Evan Ramsey, now serving a 210-year prison sentence for shooting and killing his high school principal and another student in Bethel, Alaska, told criminologist Susan Magestro: "I was picked on seven hours a day every day and the teachers didn't do anything to help me ... I told [my foster mother] and [my principal] more than a dozen times about all the bullying I was subjected to. They never did anything to help me.... If I can prevent someone from having the experience I went through, I want to do that. I killed people.... Don't respond with violence even if you're provoked. There's no hope for me now but there is hope for you." - From "The Realities and Issues Facing Juveniles and Their Families, The Warning Signs: Evan Ramsey Bethel, Alaska," by Susan Magestro, Fundamentally, dignity is about respect and value. It means treating yourself and others with respect just because you're alive on the planet. It's recognizing that you and everyone else have a right to be here, and that you belong. It means valuing your own and others' presence and special qualities. It means honoring who you are and what you have to offer.

Accessible, full of real-life examples, and beautifully written by a pioneer in systems thinking A systems framework based not on hopes and dreams but on thirty years of research on what systems really are Speaks to leadership in the family, community, organization, and nation For over thirty years, Barry Oshry has uncovered core truths about how we operate in large organizations through the Power Lab, an experiential

program that has been called "The World Series of Leadership Development Activities." In *Leading Systems*, Oshry reveals the lessons he has derived from his Power Lab experiences-experiences that have been central to his innovative insights about human systems and system leadership. Oshry maintains that the next evolutionary challenge for human beings is to recognize ourselves as system creatures, see how system processes shape our experiences, and develop the knowledge and skills to master these processes rather than be victims of them. Drawing on his Power Lab experiences, he reveals the possibilities of systems leadership and how effective leadership can provide the basis for creating sane, healthy, effective social systems. Challenging conventional thinking, Oshry shows the limitations of consensus, the importance of unilateral action, and the restrictions that our values-such as egalitarianism, liberalism, conservatism-can place on power. He reveals how the problems we often believe are personal or peculiar to our system or circumstances are in fact systemic, limiting the possibilities of both individuals and the system as a whole-and he demonstrates what it takes to break out and elevate ourselves and our systems to higher levels of possibility. Perhaps most importantly, Oshry shares his experience in discovering what he calls "exhilarating concepts," and shows how these concepts offer unusual insights into the nature of systems, shedding light on everything from organizational dysfunction to the conflicts that occur along lines of race, gender, sexual orientation, and ethnicity. It is only through this deep knowledge, Oshry says, that system leaders can elevate their systems to those higher levels of possibility to which we aspire. Offering new directions, *Leading Systems* is essential reading for anyone who wants a deep understanding of how systems work and how to exert enlightened leadership.

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