

C. Otto Scharmer

THEORY U



ELIAS Fellows in Action

U-Process: 1 Process, 5 Movements

- 1. **Co-initiating:**
uncover common intent
stop and listen to others and to what life calls you to do
- 2. **Co-sensing:**
observe, observe, observe
connect with diverse people and places to sense the system from the whole
- 3. **Co-inspiring:**
connect to the source of inspiration and will
go to the place of silence and allow the inner knowing to emerge
- 4. **Co-creating:**
prototype the new
in living examples to explore the future by doing
- 5. **Co-evolving:**
institutionalize the new in practices
by linking micro, meso, macro change

CO-INITIATING

Foundation Workshop

- Bringing the challenge alive to each member of the team
- Clarify process of the learning journey
- Teambuilding and dealing with differences and conflicts
- Shared vision for the way forward & roadmap
- Deep dive and dialogue interview training
- Commitment to roles and responsibilities



CO-EVOLVING

Co-evolving: U-Global Classroom



creating platforms for leading and innovating whole systems

CO-SENSING

Co-sensing learning journeys

- Visits to places of most potential where the future is already happening (best practices)
- Interviews - seeing the problem from client's perspective
- Shadowing practice - empathic observation
- Feedback to interviewees
- Preparation for retreat workshop by crystallizing key results of interviews



CO-CREATING

Co-creating: Prototyping

- Prototype in a pilot community
- Gather real data and analyze feedback
- Iterate, iterate, iterate
- Present to stakeholders
- Document lessons and results
- Communication strategy



CO-PRESENCING

Co-inspiring

- Leadership Retreat
- Learning journey synthesis
- Interweaving stories and experiences
- Brainstorming/imagining possible futures
- Presencing/Case Clinic
- Collective crystallizing of emerging future
- Identifying top 3-5 prototyping initiatives
- Action plans

