

Organization Awareness

Learning, Practice, Experiments, Application

How do high performing organizations recognize ideas, make decisions and implement projects faster and better than low performing organizations?

Our answer is Awareness, a practice that focuses on a team or organization's ability to quickly develop and use new skills to accelerate the exchange of knowledge, ideas, and experiences for improved performance and efficiency.

Each of the five elements of Awareness has a unique value and independent application. However, when the elements are practiced together, the process of making meaning, seeing connections and taking action during team communications and collaborative work is greatly enhanced.

Elements of Awareness

Visual Engagement

Deep Listening

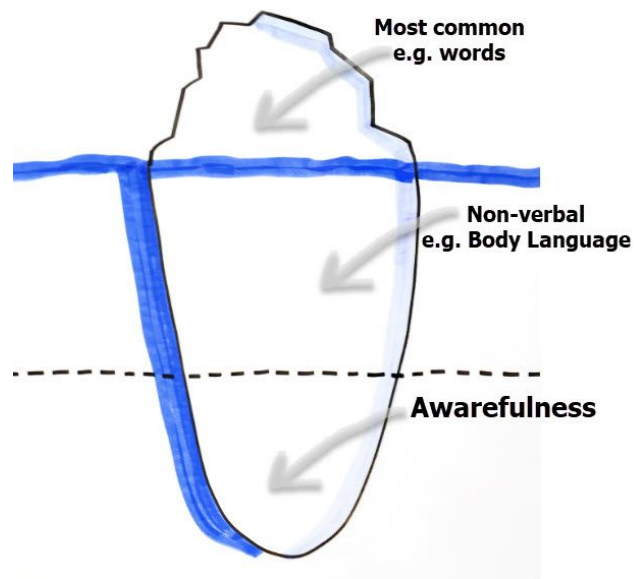
Somatic Attention

Adaptive Habit

Complexity Thinking

The function of communication serves as a powerful influencer throughout the organization, calling upon deeper cognitive responses to information and experiences that emerge over time and space.

However, when communication practices emphasize verbal engagements the focus remains on only the tip of the iceberg. Awareness expands the possibilities for generating and applying intuitive and clear insights for effective collaboration and decision-making.



Five Elements for Practicing Organization Awareness

Awarefulness guides organizations to proactively address and use the uncertainty of abstract and paradoxical conditions during ongoing engagements and communications to accelerate decision-making and change. Each of the five elements are designed to identify critical current information and knowledge derived through the practice of continuous experimentation, learning and reflection.

Visual Engagement is the starting point for experiencing critical insights and sensations beyond the standard modes of communication. Recognizing the power and subtlety of visual information adds a powerful addition to the communication toolbox by accelerating the exchange of information and ideas through extended “sense making” in complex projects and environments.

- Alternatives for spoken language
- Artifacts of team agreement
- Non-judgmental knowledge exchange
- Space beyond cultural constraints
- Alternatives to predetermined reference points

Deep Listening enables recognition and response to weaker signals in the system. Deep Listening leads to a slowing down of conversations, enabling the emergence of new information and signals beyond continuing noise and distractions. The result is co-created next step agreement and ideas that ‘feel’ as if they have emerged from team conversation.

- Greater capacity to hold ambiguity
- Skills for non-judgmental engagement
- Shared commitment through release of ownership
- A space for shared story

Somatic Attention enables a team to acknowledge and share the physical experiences and responses to information and interactions. All modes of communication may originate with the individual but are practiced between people, in teams, where elevated responses to the somatic (body distinct from mind) are experienced but not often acknowledged. Somatic attention further links and activates the senses to react to uncomfortable or unfamiliar patterns of communication before we can even articulate what we see, think, hear or feel.

- Connection to 'knowledge in the bones', and 'gut knowledge'
- Connection to shared experience
- Recognizing information outside explicit knowledge
- Acknowledging felt responses, and
- Establishing trust

Adaptive Habit is an action oriented driver for helping teams integrate new knowledge and shifts in team communications and outcomes into ongoing work. Formal and informal methods of testing (experiment), evaluation (reflection) and next steps (adapt) surface key information and feedback at all stages of a project by quickly identifying the complex influences of team dynamics and the organization.

Adaptive Habit can be integrated into existing or new work systems, processes or practices to consistently reinforce quicker and more effective exchanges for teams.

- Reflect to understand
- Experiment
- Adapt based on new information
- Generate and iterate more productive behavior(s)

Complexity Thinking anchors Awareness to the continual flow of experiences and responses throughout all modes of team communication and collaboration. Complexity thinking guides actions that recognize and manage the intended and unintended consequences of systemic change.

- Recognize "patterns" in the system before and after actions
- Understand what interactions are occurring and changing
- Value what is not fully understood

Awareness offers immediate benefit to teams and the organization by facilitating deeper understanding and response to emerging knowledge during formal and informal communication and collaboration. The longer term value of an Awareness practice throughout the organization is the strategic advantage of productive, actionable and sustainable communication and collaboration.

For more information contact:

Barb Siegel barb@look2listen.com
 Denise Easton dgeaston@complexityspace.com