

Cycle of Co-Emergence

Co-Activate with your team

This is a scaffold for organizational evolution. A way to listen to- and be in dialogue with the system. To make the system see itself and evolve with a learning mindset. To create co-awareness of the now, and from there co-activate the initiatives needed to shape a better tomorrow. Step by step. To navigate from the continuous learnings of what helps us, and what does not.

It holds a process of 6 simple steps:

Co-Sense -> Create Co-Awareness -> PAUSE -> Deepen the Co-Awareness -> Prepare for action -> Co-Activate -> Co-Close

Welcome to the world of organizational evolution!

The Cycle of Co-Emergence

This is a liberating structure to lead co-created change.

To successfully lead co-created change, we also want to highlight some research from the Presencing Institute, MIT. They illuminate the importance for everyone to engage with an open mind, an open heart and an open will to emergently shift any social system.

Open Mind: Our beliefs and our preconceived truths and constructs often hold us stuck in the 'safe haven' of the current, preventing change for the better. Preventing co-creation of a needed new.

When we are able to consciously suspend our judgment, our prejudice and our known answers, and open our mind to the not knowing, we will sense and shape awareness more openly. We can start to accept the possibility of a new reality.

Open Heart: When we also open our hearts, connecting to ourselves and others empathically, really trying to see with new eyes, really trying to see through the eyes of another, we can embrace that new reality. We can embrace the not knowing. We can surrender to the not knowing.

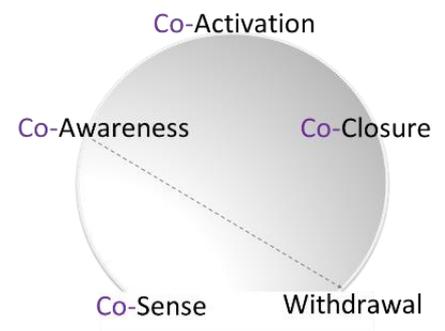
Open will: With faith in the process of emergence, we can then let go of our idea of the next steps forward. We can trust the collective ability to sense the next step that wants to take shape. To co-sense, and from a shared co-awareness to activate together: co-activation..

To continuously listen for the next step of the path, not seeking the entire route, is the essence of an emergent approach. A necessity to lead and navigate a complex system.

The Fractal Nature of the Cycle of Co-Emergence

The cycle of co-emergence is fractal by nature, not process. Each step of the cycle contains the cycle. We are always in sensing. Always making aware of what is going on. Deciding if to activate or not. Closing and withdrawing. In a continuum. This awareness enables you to navigate emergently, from what is. In every moment. This makes it an opening practice. Opening for new perspectives, for new steps forward, for new solutions. Looking for the next step, as far as possible. Not the final answers.

How to...



Preparations

With your team/group, set aside time for two sessions of co-sensing / co-awareness making.

Make the lists of Guiding Questions visible to everyone. Everyone will then choose one question from each list.

Often, it is useful to let individuals prepare by reflecting for a few days before the session. It is usually enough to just share the Guiding Questions 1 & 2.

Guiding Questions 1: Aspiration / longing. (select one)

SOS:

What aspirations/longing/wish do you hold ...

- ... for yourself? (SELF)
- ... for your team, that would make your life easier? (OTHER)
- ... for the system, making a positive difference to you and your team? (SYSTEM)

Guiding Question 2: Holding you back / fear. (select one)

SOS:

- What fear / resistance do you feel in yourself? What is holding YOU back? (SELF)
- What fear / resistance do you feel in your team? What is holding your team back? (OTHER)
- What fear / resistance do you feel in the system? What is holding the system back? (SYSTEM)

Fear / resistance thru the Vertical Perspectives:

- ... not being safe / not being in control.
- ... exclusion / not belonging / not being part of?
- ... failure / being wrong / not knowing?
- ... not living up to standards / not performing / not being enough?
- ... not fitting in the system?

The process is designed using the ONE-THREE-ALL process. ONE - Sensing individually. THREE - Share co-sense in triads. ALL: Exploring and creating co-awareness in the full group.

This makes use of the individual and collective sensing and intelligence. Also, writing individual notes makes sure we are not mentally locked into the first idea spoken.

Step 1 : Co-Sense

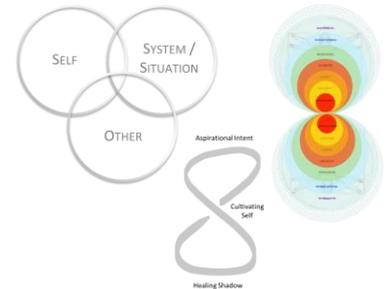
ONE - Sense individually

30 sec of silence:

Become present to yourself. Letting go of the world outside. Present Centered Awareness is the source of wisdom.

3 min:

Individually, reflect and respond to one question from Guiding Questions 1 and one from Guiding Questions 2. Write two notes per person, in silence, one on the aspirational side of the Infinity 8, and one on the shadow/fear side of the Infinity 8.



THREE – Share & co-sense in triads

Start co-sense in exploratory dialogue in triads.

3-ish min:

One by one - share your sensing: your notes.

1 min of silence:

Become present to yourself. Become present to what has been shared.

15 min - exploratory dialogue:

Let dialogues take place to deepen the co-sensing. Inquire into, and make sense of the individual sensing. What co-awareness emerges in the dialogues?

What do you want to let go of?

What do you wish to let come?

Stay in level 3 listening all through the dialogue

Step 2 : Create Co-Awareness

ALL: Sharing and create co-awareness in full group

5-ish min:

All triads share the essence of their dialogues. (Make space for clarifying questions, but avoid discussions and analysis.)

1 min of silence:

Become present to yourself. Become present to what has emerged in the sharing. Present Centered Awareness is the source of wisdom. Also, set the intention of listening with an open heart. (Level 3 listening)

15 min - exploratory dialogue:

What common themes exist? What common awareness? What does this tell you? Let dialogues take place to deepen the co-awareness. Inquire into, and make sense of the entire team's sensing. Stay in level 3 listening all through the dialogue.

What do you want to let go of? What do you wish to let come?

NOTE: Avoid explaining and analysing the WHY of the current state. These dialogues are rarely generative. Stay focused on your co-sensing, co-awareness making and longing. Trust your sensing and awareness to guide you.

4 min - attention -> intention:

When you are clear about what you want to let go of, and what do you wish to let come, an intention for action is not far away.

Shape an Intention, a WHY, for action. (Not as outcomes, but as the purpose of co-activation.)

PAUSE here. Make space for everyone to stay with the shaped co-awareness and intention for a week or so, before deepening the reflective dialogue and intention. This will deepen the insight, the quality of co-sensing and co-awareness, and hence the adequacy of action.

Step 3 : Deepen Co-Awareness (a week-ish later)

Having held the shaped co-awareness and intention for a week or so, it is time to share, deepen the co-awareness and detail the intention, before getting on to activation.

1 min of silence:

Become present to yourself. Become present to what has emerged during the past week of holding the awareness and intention. Become present to what is alive in you right now. Present Centered Awareness is the source of wisdom. Also, set the intention of listening with an open heart. (Level 3 listening)

15 min - exploratory dialogue:

Share what has emerged by directing the attention to the co-awareness and intention from session 1.

Explore how this adds to, or shifts the co-awareness and intention.

4 min - attention -> intention:

If needed, re-shape the Intention, the WHY, for action. (Not as outcomes, but as the purpose of co-activation.)

Step 4 : Prepare for action

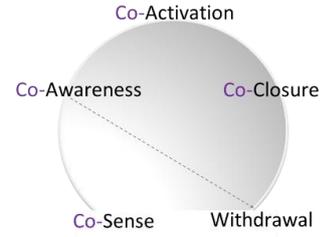
Before you co-activate, prepare the action reflecting on:

- Who are the relevant stakeholders to include in the dialogue?
- Who are the marginalized groups, being affected, but not having a voice, a say? How can you include their voice?
- Design the feedback loop. How will you get feedback to adjust along the way?
- How can you open up for learning along the way?
- How can you stay in co-sensing, co-awarenessmaking?
- Design the first step.

Co-Activate, staying in the fractal

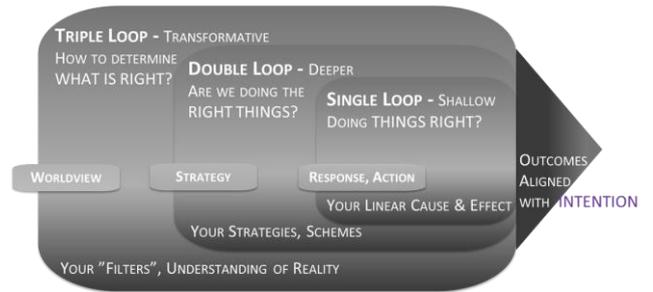
Activate!

Remember that the cycle of co-emergence is fractal in nature. Stay aware of co-sensing / co-awareness making along the way, enabling you to continuously navigate and shape / re-shape the steps along the way.



To create the Feedback Loop, reflect together on:

- Are your actions in line with your intention?
- How do we reflect? Stay in co-sensing / co-awareness making?
- Single double triple loop learning...
- and any other perspective relevant to you.



Co-Close

Close together. Make sure it's a closure for everyone. Reflect on, and manifest learnings. Celebrate!