

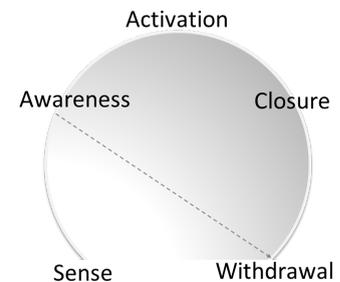
Cycle of Co-Emergence

Leading co-created change - Overview

The Cycle of Emergence

Creating awareness of how our individual experiences grow from sensing into awareness, can help make aware the personal choice point of activation or withdrawal.

It also fosters awareness of our unaware choices of activation, opening figures that may not be closed. Open figures consume our energy and diffuse our attention, affecting us and others in our daily continuous relating. What open figures do you carry?



The Cycle of Co-Emergence

When we add a “Co-” in front of every step in the cycle of emergence, we evolve it into a cycle of Co-Emergence. It becomes 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 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.

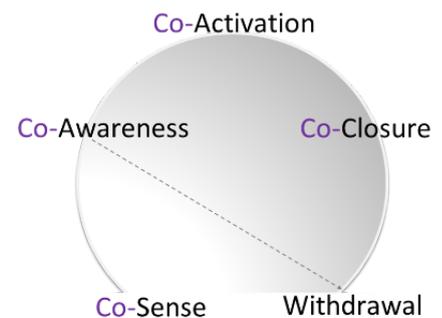
Open Heart: When we also open our hearts, connecting to ourselves and others empathically, really trying to see with new eyes, really trying to see through the eyes of another, we can embrace that new reality. We can embrace the not knowing. We can surrender to the not-knowing.

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.

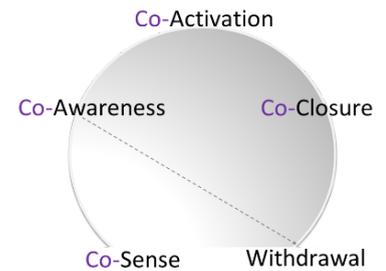
The Fractal Nature of the Cycle of Co-Emergence

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.



Defining the "crack" you see

A natural start of the cycle is awareness of a crack. With "crack" we mean something in the organizational system holding you, others or the system back. Something where you feel: "We could do better than this. Bring more value, for more people." Within your circle of impact or influence. Identify a crack, and define it. Just define it as you sense it now. Don't solve it. Don't analyze what to do. Just stay with the crack. As you sense it. Now.



Define the crack. What makes it a crack? What are the effects of the "Crack" on Self, Other, System? (you may find "4 parts of speech" useful, to convey your view of the crack, and to initiate co-sensing)

Co-Sense

How can you stay with the attention and awareness on the crack, together, long enough. Not selecting the first solution. But letting the sensing show you a fuller view of the crack.

What dialogues need to be initiated? What questions need to be held? With whom? Who are the marginalized groups? The ones affected not having a voice, a say? How can you bring in their voice?

Co-Awareness

How can you engage in dialogue to really explore each others' perspectives. With an open mind, and an open heart. How can you inquire into what makes you believe what you believe? What constructs are you holding?

Before activating:

Intention: What is a shared intention you have? A joint why?

Desired Outcome: What is the desired outcome of an activation? Desired effects?

Learning: How can you open up for learning in the process? How can you stay in a learning mindset, with an open mind and an open heart?

Co-Activate

When activating, ensure to stay in Intention - Action - Reflection - Learning.

How can you remind yourselves of the fractal nature of the cycle?

How can you use your power of PRESENCE and ATTENTION to hold the process?



Co-Close

When done, how can you ensure to make all possible learning?

How can you make sure to close together, making involved stakeholders be part of closing?

Withdraw

When properly co-closed, all involved parties can withdraw their attention from the matter, and release any energy focused on the process. As we withdraw, we open up our energy and capacity for new events.