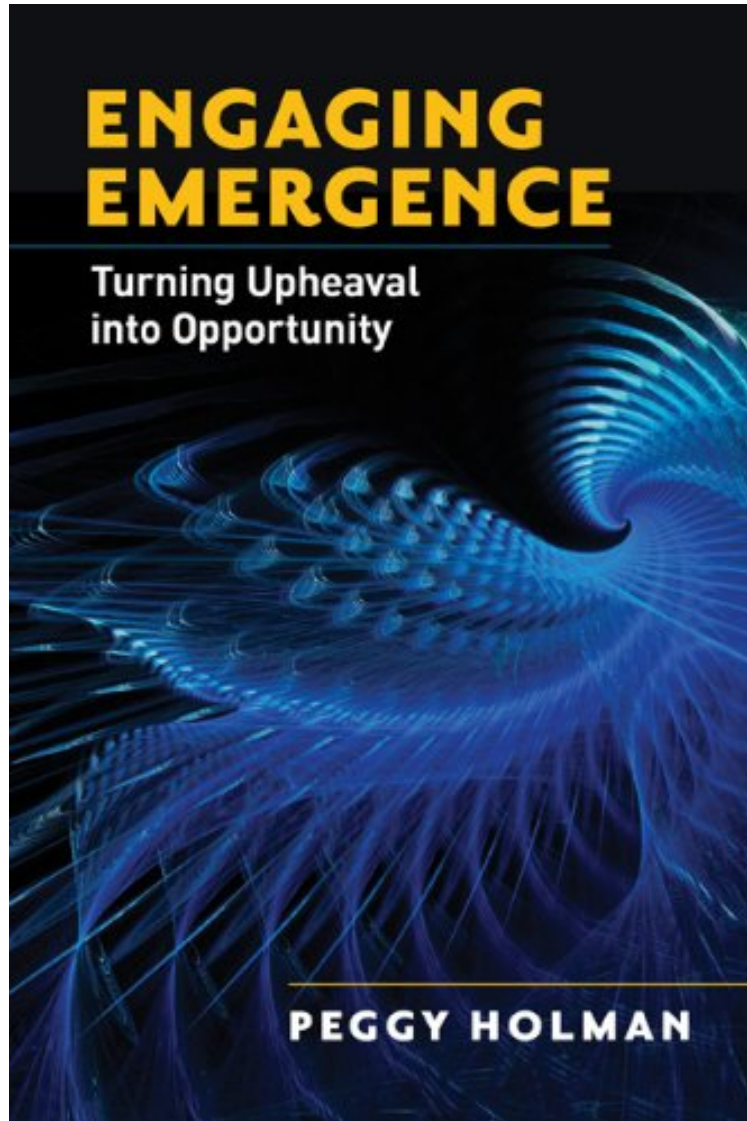


[Ebook free] Engaging Emergence: Turning Upheaval into Opportunity

Engaging Emergence: Turning Upheaval into Opportunity

Peggy Holman

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Peggy Holman : Engaging Emergence: Turning Upheaval into Opportunity before purchasing it in order to gage whether or not it would be worth my time, and all praised Engaging Emergence: Turning Upheaval into Opportunity:

1 of 1 people found the following review helpful. A collective wisdom classicBy NorlynI read Engaging Emergence as a foot soldier for the transpartisan movement, and in particular, as an evangelist for empowering deliberative democracy. I believe that the path to a just and sustainable world that works for all begins with leveraging our collective compassion, creativity and wisdom. Peggy's questions for engaging emergence dovetail exactly:1. How do we disrupt coherence compassionately?2. How do we engage disruptions creatively?3. How do we renew coherence

wisely? Her summaries of several processes for extracting collective wisdom -- Appreciative Inquiry; Art of Hosting; Circle Process; Dynamic Facilitation; Open Space Technology; Scenario Thinking; and The World Cafeacute; -- clarified my understanding of those processes. All of them have a simple foundation -- respecting one another. Without that, we won't suspend judgment, and we won't truly listen to those with whom we disagree. Suspending judgment and truly listening are vital to co-creatively discovering the win-win solutions that are so glaringly missing in our currently dysfunctional and divisive "democracy". Engaging Emergence joins my growing shelf of collective wisdom classics, and I expect to return to it many times.

2 of 3 people found the following review helpful. A rationale for hope

By Charles Thrasher

A few years ago this book would probably have been incomprehensible to me--at most, academically interesting, chaos and complexity theory, the human ability to self-organize. Then Mid-Eastern dictatorships began to fall like stacked dominoes enabled by a network of communications as complex as a nervous systems. No one expected it. The abstract became real with a force like rolling thunder. There is an old Chinese curse: May you live in interesting times. These are interesting times, uncertain times, chaotic times. If you base your expectations of the future solely upon the past, you're like to despair for humanity and the earth itself. Holman's point in this book is that higher orders of organization can emerge from complex systems. There is reason to hope and reason to act, to recognize and embrace what is emerging from the noise and confusion, from the dust of our collapsing expectations. There is no guarantee, no certainty of success, but we need hope in order to act or be paralyzed by fear. We need new ways to understand ourselves and to act collaboratively. A lot of this book is about the methodologies being developed to do just that. The rest of the books is about why it's important. Some of her advice may sound paradoxical but our current wisdom is what has brought us to the edge of the abyss. A new wisdom is necessary to lead us back. That new wisdom may in fact be the oldest of all.

1 of 1 people found the following review helpful. Dealing with Complexity

By P. Elvy

This is a book you'll want to own if you lead teams or participate in change efforts where the issues and opportunities you're facing are complex. Peggy Holman shares the principles and practices for creatively engaging with one another in dialogue. This book is filled with wisdom and insight for those who are new in this work and for those looking for new ways to engage with organizations, community groups, and teams. Especially relevant is her approach for welcoming disturbance as a way to move from the pain of change to the possibility of what could be.

Shows how to spot the emergence of a new level of order from the seemingly chaotic change that characterizes modern times

Offers practices and principles that will help you align yourself and your organization with the new order

Features real-world examples of individuals and organizations that have successfully navigated disruptive change

2011 Nautilus Gold Medal in the category of Conscious Business/Leadership

Change is everywhere these days, so much so that it can seem like barely-controlled chaos. As a result, increasing numbers of leaders, managers, workers and change agents feel overwhelmed. Some see too many choices, while others see no choices at all. But sometimes within this seeming chaos are the seeds of a higher order. Science calls the process of a new system arising from the ashes of the old emergence. Understanding the phenomenon of emergence can help leaders to gracefully and successfully cope with change and emerge stronger and more purposeful. In this profound and insightful book, Peggy Holman offers new ways to think about the potential upheaval contains as a source of emergent change and shows how to engage it productively. This is is an art more than a science, so Holman offers practices that tell you not precisely what to do but rather how to approach disruptive situationsndash;what to notice, what to explore, what to try, what mindset will leave you most open to identifying the new paradigm as it emerges. She grounds these practices in five overarching principles that apply the scientific understanding of emergence in the natural world to social and organizational change processes. Real-world stories of collapse and renewal serve to illustrate these principles and practices in action. And Holman outlines three questions to help you work compassionately, creatively and wisely with the entire arc of the change process, from coherence to disruption to renewal. This work can be difficultndash;the end is rarely in sight and the outcome is often uncertain. But it can also be tremendously exciting. Our survival in an increasingly unpredictable world is at stake, and working consciously with emergence is a promising pathway to doing something about it.

About the Author

Peggy Holman is a management and training consultant for business, non-profit, and governmental organizations. She is a co-founder and board member of the Open Space Institute, which supports learning and practices for self-organization in our social systems. She collaborated in creating "Journalism that Matters," a network of conversations among journalists that is generating new roles and organizational forms for today's emerging information-sharing, open source society. She also developed a theory of emergence in social systems that describes how diversity and dissonance can bring forth emergent insights, deep community, and coherent action. Peggy Holman is a co-author of the first and second editions of *The Change Handbook: The Definitive Resource on Today's Best Methods for Engaging Whole Systems*.