



MENUJU PERADABAN BARU

Indra Gunawan M

Online Session Via Zoom

Menuju Peradaban Baru

Ketika disruptive membutuhkan sikap agile,
mindset seperti apa yang perlu kita miliki?

Speaker: Indra Gunawan M

Redaktur Kompas 1965-1976

Wakil Presiden Direktur Kompas Gramedia 1992-2004

Meta-Coach

Catat Tanggalnya:

Rabu, 13 Januari 2021

07.00 - 09.00 p.m

Registrasi:

<https://bit.ly/MCFCAFE2021>



Systemic Coaching

Coaching The Whole Person

Michael Hall et al (2012)

- ❑ If coaching isn't holistic, it is not truly coaching. True coaching is **SYSTEMIC** by nature and design. And yet, most coaches do not coach systemically. In fact, most have not been trained to think and work systematically and do not have systemics models to work with.

TEST OF SYSTEMIC COACH

- ☐ **HOLISTIC**
You hold the whole while dealing with the parts
- ☐ **RELATIONAL**
You ask all of the facets and focus on processes
- ☐ **DIALECTIC THINKING**
You think in term of cycles and spirals
- ☐ **SELF-ORGANIZATION**
You look for pattern for solution inside the system.

TEST OF SYSTEMIC COACH

- ❑ **MULTIPLE CAUSATION**
Result are co-created by many factors. You distinguish systems from causes
- ❑ **SYSTEM INVISIBILITY**
More than what you see
- ❑ **SYSTEM LEVERAGE**
Small possibilities big result
- ❑ **SYSTEMS AMBIGUITY AND PARADOX**
System involve uncertainty and ambiguity. Use paradox to facilitate change

The Fifth Discipline

Peter Senge (1990)

- ❑ Systems thinking is the only universal and integrated organization framework of the 21st century (Stephen Haines)

5 DISCIPLINES

- 1. Personal Mastery** → Competence & skills (creativity)
 - 2. Mental Models** → Continuing improvement
 - 3. Shared Vision** → Consistent with values & purpose
 - 4. Team Learning** → Team building (solving problems)
- 5. Systems Thinking**

Systems View of Life

An Unifying Vision

Fritjof Capra Et Al 2014

❖ INTERDISCIPLINARY APPROACH:

- ❑ Biological Dimension
- ❑ Cognitive Dimension
- ❑ Social Dimension
- ❑ Ecological Dimension

Great challenge to build
& nurture sustainable
communities

Global problems are systemic problems – Crisis of perception

- ❑ Systems thinking offers effective science based possibilities to those concerned with long-term sustainability and the regeneration of healthy planet.



STEPS TO TAKE

- ❑ Learn more about systems thinking and how it can impact how you understand and approach problems
- ❑ Apply systems thinking whenever making assessments
- ❑ Grow your network of associates and practitioners

Capra's way of thinking influenced by:

☐ **Quantum Physics**

In subatomic levels, particles can only be understood as interconnection, complex web of relationship. The whole determine behavior of the parts.

☐ **Systems Thinking**

Pioneered by biologists. Bertalanffy (Organism = open system interact with environment). Gestalt psychology.

☐ **Deep Ecology**

☐ Ecocentric

☐ Man part of nature

X

☐ **Shallow Ecology**

☐ Anthropocentric

☐ Man above or beside Nature

Implication of Capra's Thinking

- ☐ **Interdependence**
- ☐ **Recycling Principle**
- ☐ **Cooperation and Partnership**
- ☐ **Diversity**

- ❑ **Vulnerable** → **V**ision of a new paradigm, systemic thinking based
- ❑ **Uncertainty** → **U**nderstanding (Ecology, People, Technology)
- ❑ **Complexity** → **C**larity (not complicated)
- ❑ **Ambiguity** → **A**gile & Resilience

Principles Of The Matrix

