



Spiral Dynamics Integral Certification Level 2: Natural and Living Systems Design for Organisations

What?

This training has been redesigned for greater interactivity and more direct organisational relevance. It builds on the knowledge and theory from SDi Fundamentals and takes an in-depth look at how to leverage those understandings in the context of organisational change. It applies a living systems approach and supports a shift in clients to greater self-organisation. Participants will gain a full appreciation of how to use the SDi lenses and toolkits to bring sharper focus on what needs to change, what is ready to change and how to support organisations and their leaders.

Why?

It is increasingly apparent that many organisations' cultures have become unfit for purpose. More agile and adaptive responses are needed to unpredictable and turbulent conditions. Many leaders are looking for non-disruptive ways to transition from hierarchical control to an increasingly proactive and self-organising workforce.

The value of a theory rests in its ability to explain what is, to predict outcomes and to assist us with practical uses. This training is oriented strongly towards the practical application of the Graves model, with the emphasis on what can be done for businesses, social enterprises and public service organisations to help them release their full energy and deliver on their purpose.



Who will benefit?

All those who are looking at how to facilitate change, such as:-

- Leaders of organisations
- In-house changemakers such as organisational design and development teams
- Facilitators and consultants supporting the above, or dealing with mergers and cultural alignment programs
- Social entrepreneurs and public servants considering new ways to deliver service and "municipal entrepreneurship"ⁱ

How?

In taking theory into practical application, we will explore:-

- How to look at both the "as is" and the "to be" of the organisation
- The view of the organisation through the Integral 4-quadrant lens
- How the stages of development apply to the lifecycle of the organisation (Adizes model)
- How to detect if the necessary conditions for change are present

- The understanding of leadership – how should who lead whom to do what, using what tools?
- How to differentiate between the Operational processes, the Support systems and the Dynamic Steering (“X, Y and Z” templates) in the organisation
- What is required to reconstruct each of these
- How to use SDi Values to map individuals to roles and functions within the templates
- Who should communicate what to whom, using what channels in what way?
- An overview of leadership development – what are the demands on the new leaders and how do they develop the emotional, conversational and spiritual intelligence that they need?
- What it takes to deliver agility, responsiveness and self-organisation
- What it means to engage with the “spaces between” – learning relationships and meaning contexts that form the living ecology and shifting patterns of organisational being

We will engage throughout with organisations as **Living Systems** and the intention to release all of the intelligences in all parts of the system, synthesising the elements above to contribute to the fullest possible function of the whole.

You will work practically and collaboratively with these lenses, tools and perspectives, wherever possible applying them to organisations that you know. You are encouraged to come with your potential “case studies”.

We can also offer this training in-house to leaders and changemakers, shaping the content and delivery around your needs and intentions.

Who, When, Where?



The training will be led by Jon Freeman, who has a considerable international reputation for his deep understanding of both theory and practice of SDi. Jon is accredited by SDi founder Dr Don Beck and is a consultant, author and trainer. He is a specialist in systems with extensive experience in personal and organisational development, and has worked with major corporations such as O2, BAA, Vodafone, Calor Gas, Centrica and Hasbro.

<https://uk.linkedin.com/in/jonfreemanspiralworld>

The training will be offered in 8 2-hour sessions beginning in late 2024 or early 2025, depending on demand.

The full price of the training is £845 for individual participants and an early-booking reduction will be offered – please see the website for details. The price for corporate attendees is £995

You can register immediately with a deposit by going to <http://www.spiralfutures.com/index.php/trainings/online-level-2-organisational-development>

Note that it is a prerequisite for Level 2 certification that you hold a Level 1 Spiral Dynamics certificate. If you are not certified, attendance can be considered, subject to a conversation regarding prerequisite levels of knowledge, but no certificate will be issued.

ⁱ <https://21stcenturypublicservant.files.wordpress.com/2014/09/21-century-report-281014.pdf>