

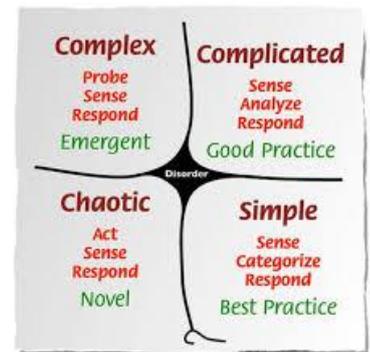
IFIS-Online-Colloquium

The Institute for Integral Studies invites you to the **IFIS Online Colloquium n° 18**:

Time: Wednesday, **November 14, 2018**, at **20.00-22.00 h**, Zoom meeting.
Presenter: **Dipl. Ing. Anne Caspari, Johann Entz- von Zerssen**
Topic: Complex Adaptive Challenges and Sense Making

Details

If we go about change exclusively with the approach “one consciousness at the time” with adult development, leadership training and personal coaching, we are facing serious time constraints and a massive scaling problem. We are also missing out on what is actually happening in communities and organisations, and the evolutionary potential of the present. We do help leaders become “VUCA fit” with personal leadership development. At the same time, we are committed to a ‘realist position’, working with whole systems and culture change outside of the developmental agenda. Rather than trying to constantly achieve an idealized future state that makes us miss signals and opportunities on the way there, we tap into the distributed intelligence of the workplace or community. Most of the time, people know what is going on, what is going wrong and how things could be improved. We provide means to harvest that knowledge and get real time, unbiased, relevant and ongoing data about what is *actually happening*. Scanning that data for weak signals, trends, emergent behaviour or detractors, we simply nudge the system into a generative direction. We help creating locally contextualized solutions and architectures for sustainable change and beneficial emergence. To do that, we work with Dave Snowden’s Cynefin Framework and the Sensemaker® Tools by Cognitive Edge.



Short bio of the presenters



Anne Caspari is a specialist in transformative processes and change, for both personal growth and leadership development. With a background in environmental development she draws on three decades of experience with complex systems, adaptive pushback and obstacles to self-organization. Combined with over 18 years of personal growth, adult development and transformation work, this helps her integrate the best of Integral Theory, Theory U, Robert Kegan's work on immunity to change, complexity and cognitive science in her work.

Johann Entz-von Zerssen: his specialities are personal coaching on all levels of hierarchy, leadership development, team coaching and cultural change. His aim is to find a healthy balance for his clients between doing and being in the way they make decisions, overcoming learned resistances and thus becoming more authentic in the way they show up in the world and grow in their leadership. Anne and Johann joined forces in 2014 and founded Entz-von Zerssen, Caspari & Partner Coaching & Consulting (www.ezc.partners) based in Potsdam, Germany.



If you wish to participate, please register with us **by November 11, 2018 at info@ifis-freiburg.de.**

Registered participants will receive the Zoom invite upon registration.

More info on the IFIS Online Colloquium:

In line with [IFIS' general mission and purpose](#), our **Colloquium** connects integrally oriented researchers and practitioners as a forum to exchange experiences around innovative approaches to complex social challenges. We also invite new colleagues to join and be part of IFIS' community of [integral research and inquiry](#).

Web: <http://www.ifis-freiburg.de/node/50> (EN), or <http://www.ifis-freiburg.de/node/85> (DE).

IFIS is also posting on [Facebook](#).