

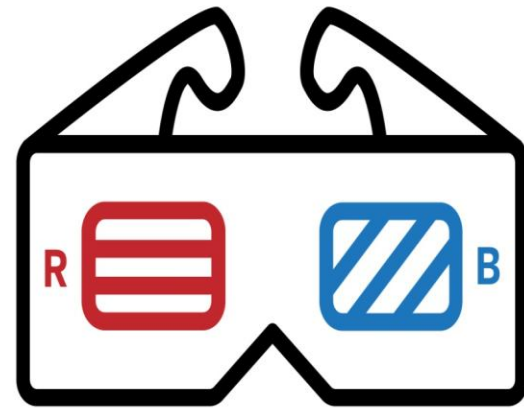
# Complexity Works in Organizations

Denise Easton

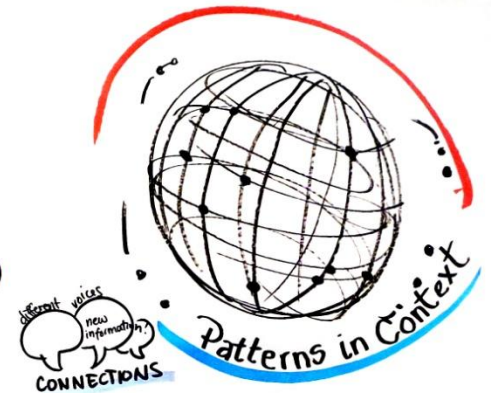
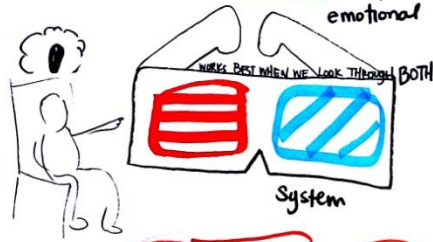
Complexity Space Consulting

[www.complexityspace.com](http://www.complexityspace.com)

# Do you Design & Execute Organizational Strategies that make *Complexity Work*?

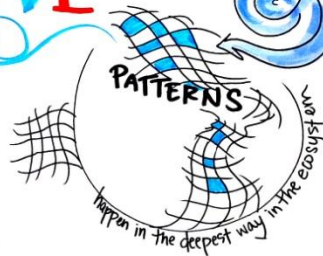


# COMPLEXITY WORKS!



ITERATIVE

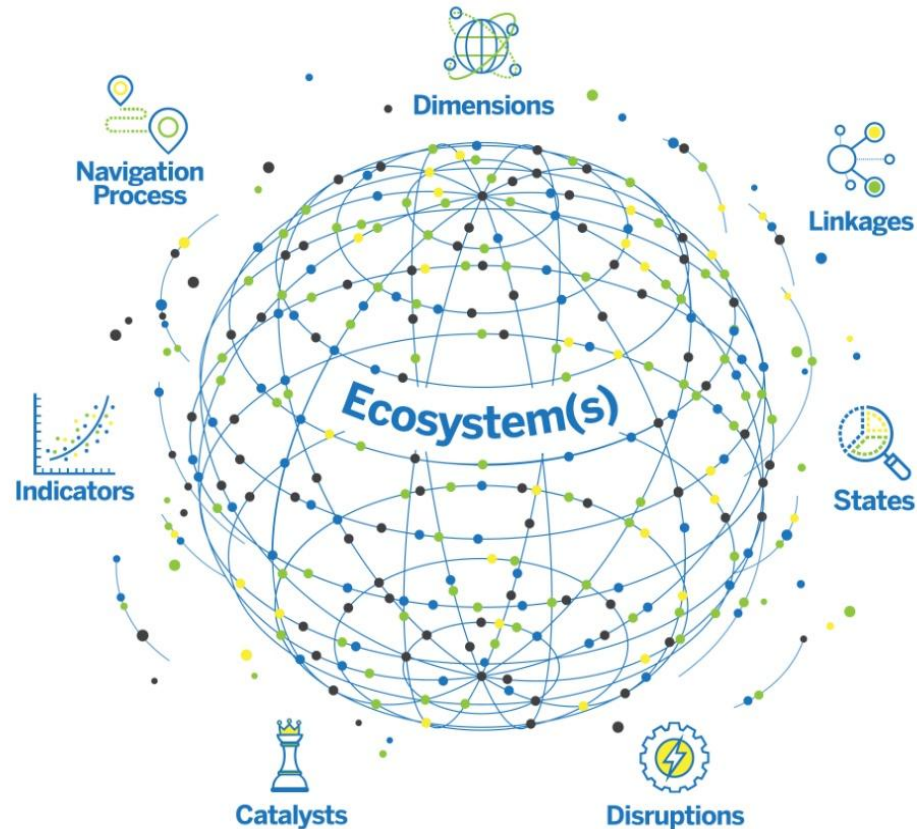
...I Don't know what PARIDGM I will use next year...



Drawn by Barb Siegel & Amanda Lyons  
look2listen.com VISUALS for CHANGE

# Pattern-Based Language, Distinctions, Tools & Lenses

## Complexity Space Framework



# Patterns give Form and Function to the Dynamics in an Organization

## Complexity Space Framework



## Defining (Awareness) Patterns

**Dimensions** - Ecosystem-Wide Patterns

**States** - Strategic "Meta" Patterns

## Action Patterns

**Linkages** – Connecting Patterns

**Catalysts** - Actions for Pattern-Based Change

## Traversing Patterns

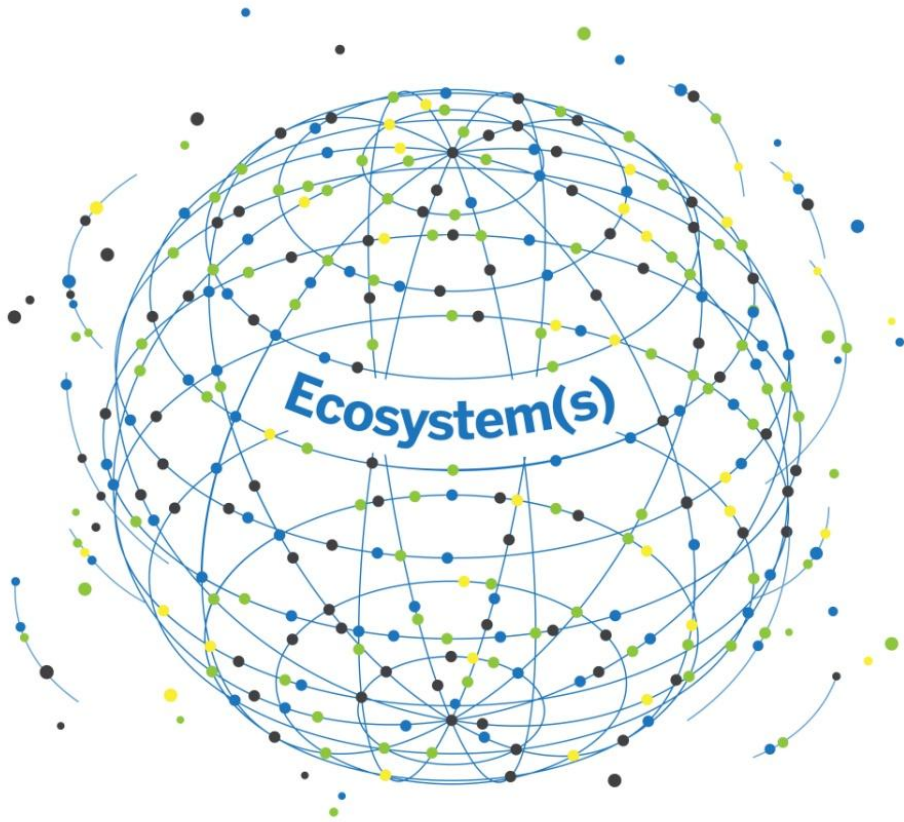
**Indicators** - Pattern Movements

**Navigation Process**

## Event Patterns

**Disruptions** - Disturbing Patterns

“We have been encouraged to  
‘See it big, yet keep it simple.’”



## Dimensions

### Ecosystem–Wide Patterns

History, Context, Culture, Motivation



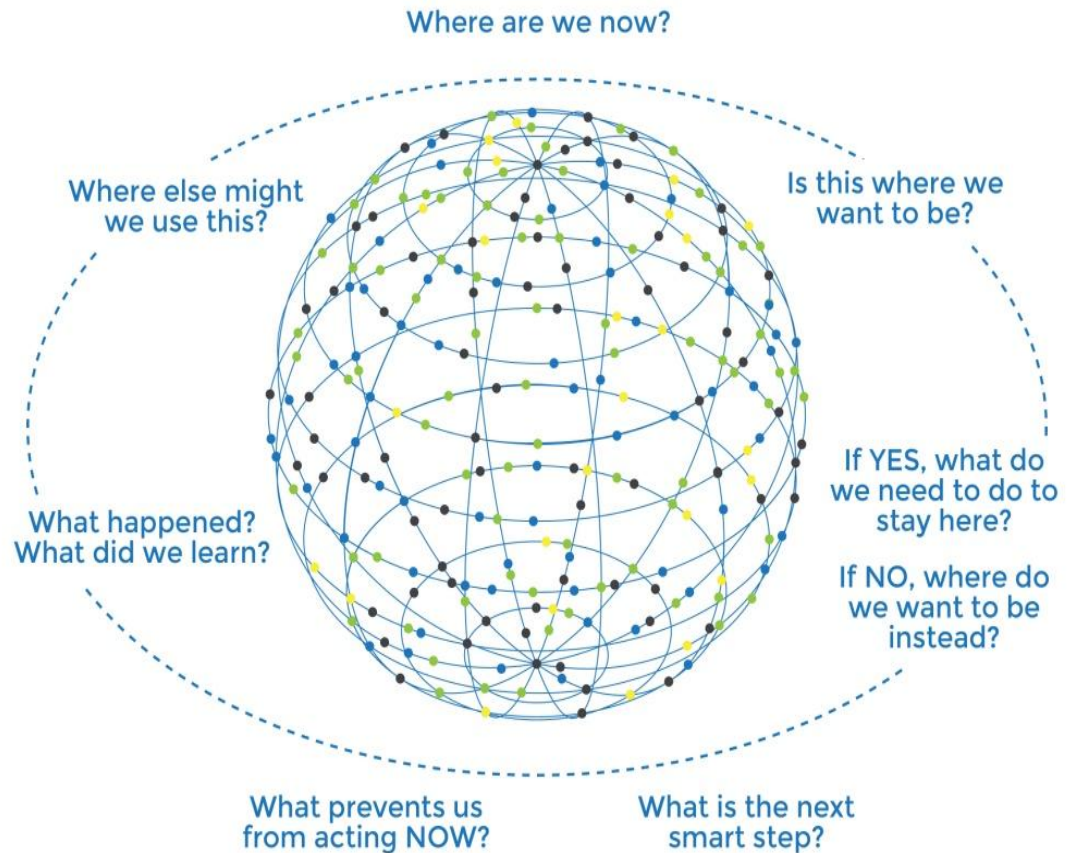
## States

### Strategic Meta Patterns

Status Quo, Innovation, Mutation

# CSF Navigation Process

- Guided by iterative questions
- No directional arrows
- Everything is connected
- No scale
- No differentiations between the routes



# Questions? Feedback? Stories?

*We Invite you to be in conversation with us  
because that is the only way we can continue to  
make sure Complexity Works!*



DENISE EASTON & LAWRENCE SOLOW

# COMPLEXITY WORKS!



INFLUENCING  
PATTERN-BASED  
CHANGE IN TEAMS &  
ORGANIZATIONS



**INSIGHT. INNOVATION. CHANGE.**

Denise Easton

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