



# Leadership - A Systems View

Barry Oshry's Organisation Workshop 14 June 2019, Brighton, UK

🌀 **How can you generate greater partnership and engagement across your organisation?**

🌀 **How can you create a more empowered, collaborative and innovative work culture?**

🌀 **What difference would it make to act systemically: seeing how context and 'structures' drive behaviour?**

🌀 **Do you want to learn practices to deepen your insight, cultivate your compassion and enhance your effectiveness?**

This high-impact experiential workshop, centred on the highly acclaimed work of Barry Oshry, addresses these four key questions.

**John Watters** is the leading authority in Europe on the work of **Barry Oshry** and will lead the workshop. Oshry, a North American systems theorist, has worked for over 45 years with a single-minded quest to unlock the mysteries of power and powerlessness in social and organisational systems.

Through decades of research, Oshry made a simple observation. In organisation after organisation, regardless of the industry, size, or country, he witnessed the same self-limiting patterns of behaviour. Each time, the problems were thought to be unique and personal. And the solution: to shuffle, fire or change the players. The only problem was, the same issues kept coming back.

What Oshry realised was that the vast majority of problems were not, in fact, personal. Instead, they were systemic – meaning shaped by the different contexts within which people operate and work relative to one another. And that the path to leadership lay not in changing the players, but in working the underlying systemic issues in ways that produce lasting results.

**Expect a day that is enjoyable, challenging, thought-provoking and memorable.**

**"Insightful, moving. The best training I've ever taken part in."**

**Emma Kenny, Head of Strategy,  
National Citizen Service**



## How will it work?

- ⌚ High impact, experiential learning.
- ⌚ Simple, strategic frameworks that offer deeper insight and wiser action strategies.
- ⌚ Practice mindfulness skills relevant to leadership.
- ⌚ Time for reflection to relate the learnings to your unique circumstances.

The centrepiece of the day is an organisational exercise where participants enter a fast-moving, turbulent environment as either a top executive, middle manager, worker or customer.

The experience closely mirrors day-to-day organisational life so that there's no backing away from the impact that your behaviour has on others and the organisation's performance.

## Benefits

- ⌚ Gain a whole system view of the organisation.
- ⌚ Strengthen your capacity to create resilient partnerships: up, down and across organisational boundaries.
- ⌚ Address the root causes, not just the symptoms, of misunderstandings, communication problems and conflict.
- ⌚ Understand more and blame less.
- ⌚ Bring a deeper wisdom, compassion and effectiveness to your life and work.
- ⌚ Produce better results for yourself, your organisation and all your stakeholders.

## Bookings and information

**Venue:** St Augustine's Event Centre, Brighton, BN1 6EA, UK

**Cost:** £440 plus VAT (private sector)  
£240 plus VAT (public sector & large charities)  
£100 plus VAT (community groups & small charities)

**Timing:** Friday 14 June, 2019, 9.30am-5pm

[Click here to book through Eventbrite.](#)

If you have any questions, please contact [john.watters@livingleadership.uk.com](mailto:john.watters@livingleadership.uk.com)

## Workshop Leaders

**John Watters** is Managing Director of Living Leadership, Associate of Future Considerations and a Senior Associate of Power+Systems. John is the leading authority on Barry Oshry's systems leadership work in Europe and has worked in partnership with Barry Oshry for 20 years. John specialises in working with complex challenges that involve multiple stakeholders, creating the conditions for fundamental shifts in performance and realising personal and organisational purpose.

**Ali Warner** is an Associate of Living Leadership and Future Considerations. Ali is an accredited experienced trainer in all of Barry Oshry's frameworks and a musician, vocalist, graphic facilitator and mindfulness teacher.

**Julie Beedon** is Director of JBVista, an accredited trainer in the Organisation Workshop and a long-time collaborator of Barry Oshry. She specialises in whole system approaches to leadership and organisational transformation. Julie is also a Director of the NTL UK OD Certificate Programme and on the Board of ODN Europe.

**"It's easy to underestimate the power of Oshry's work until you have taken this workshop. It was a life changing experience. You will find instant applications to both your personal and professional life."**

**Seema Malhotra,  
MP for Feltham and Weston**