

Generative Dialogue Project



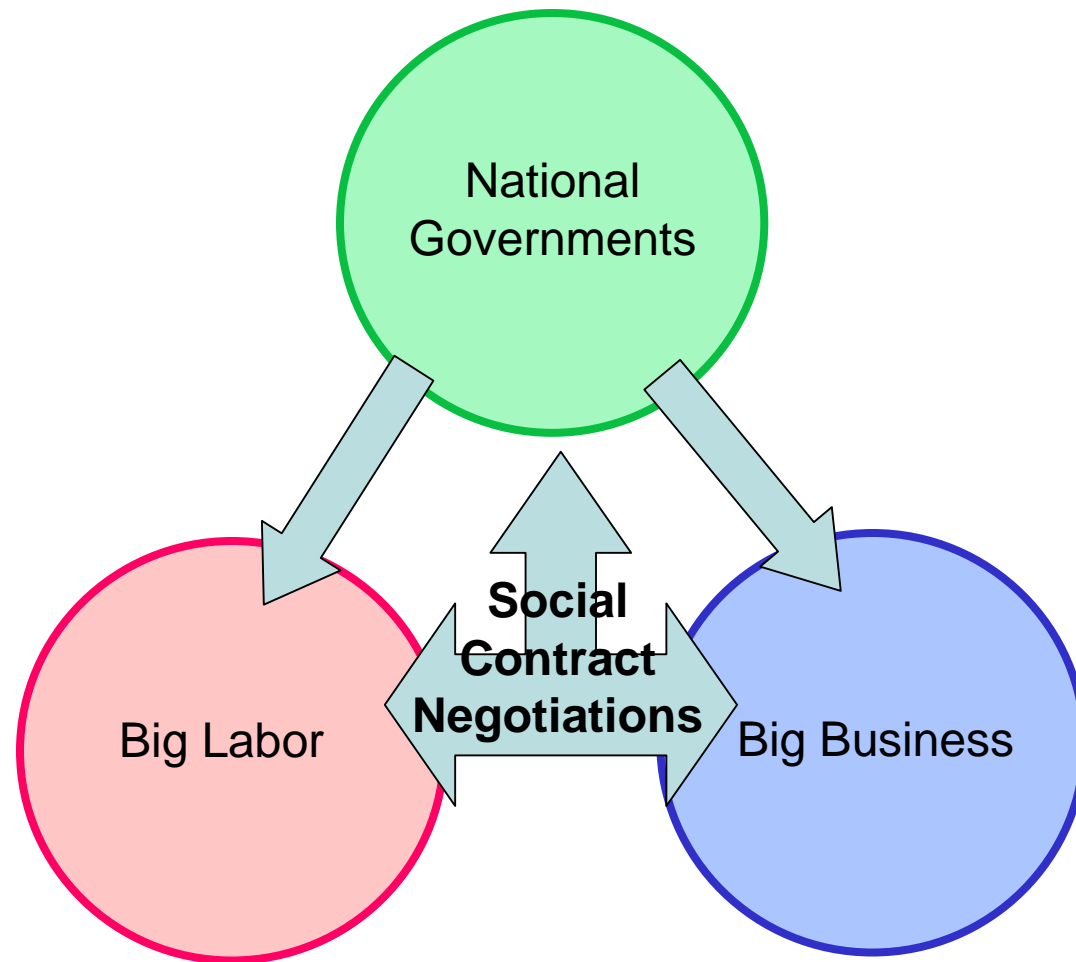
Social Integration: *A Global Societal Learning and Change Perspective*

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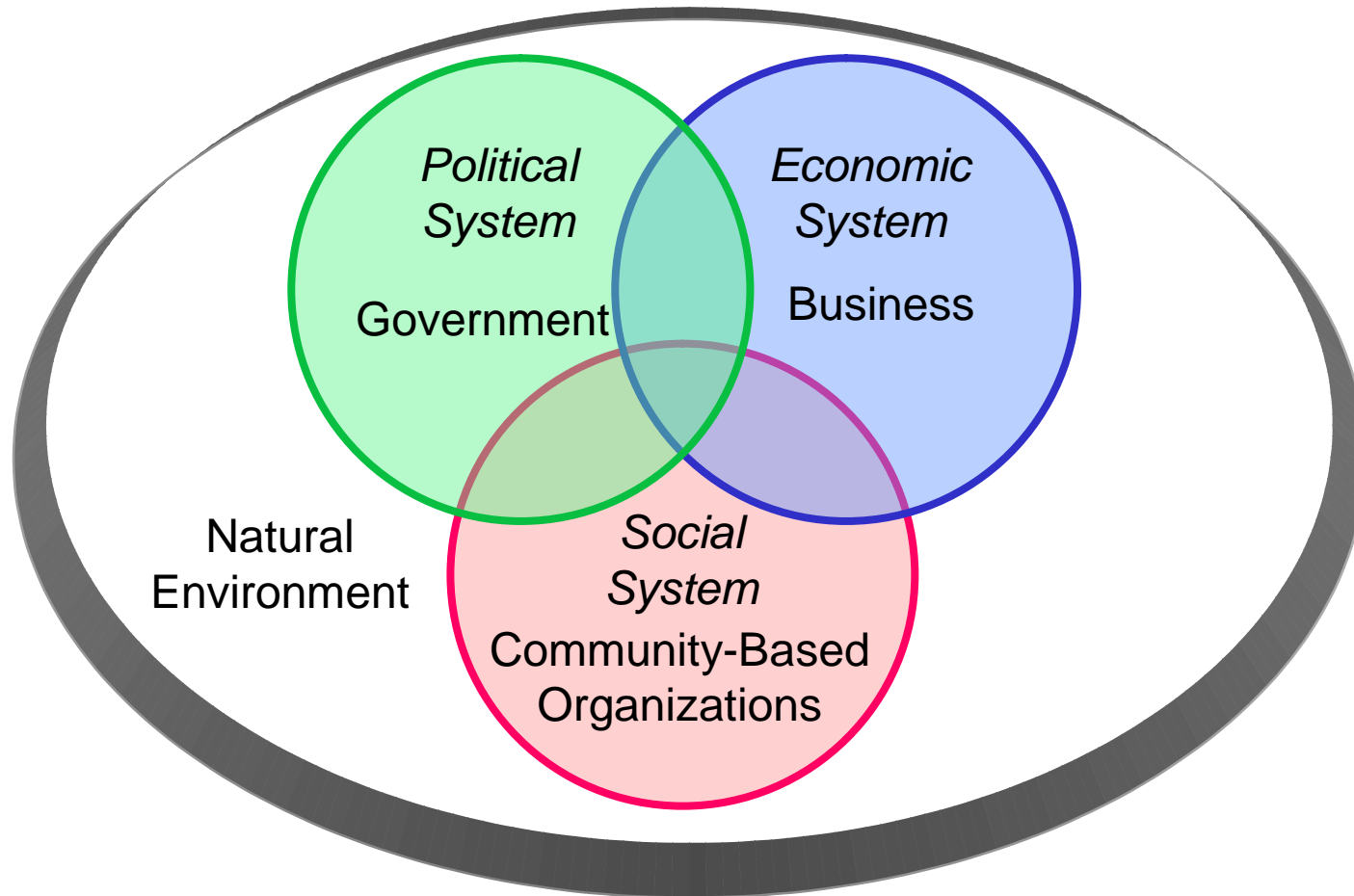


...making globalization work for all!

From a Government World...



...to a Governance World



The Societal Learning and Change Matrix

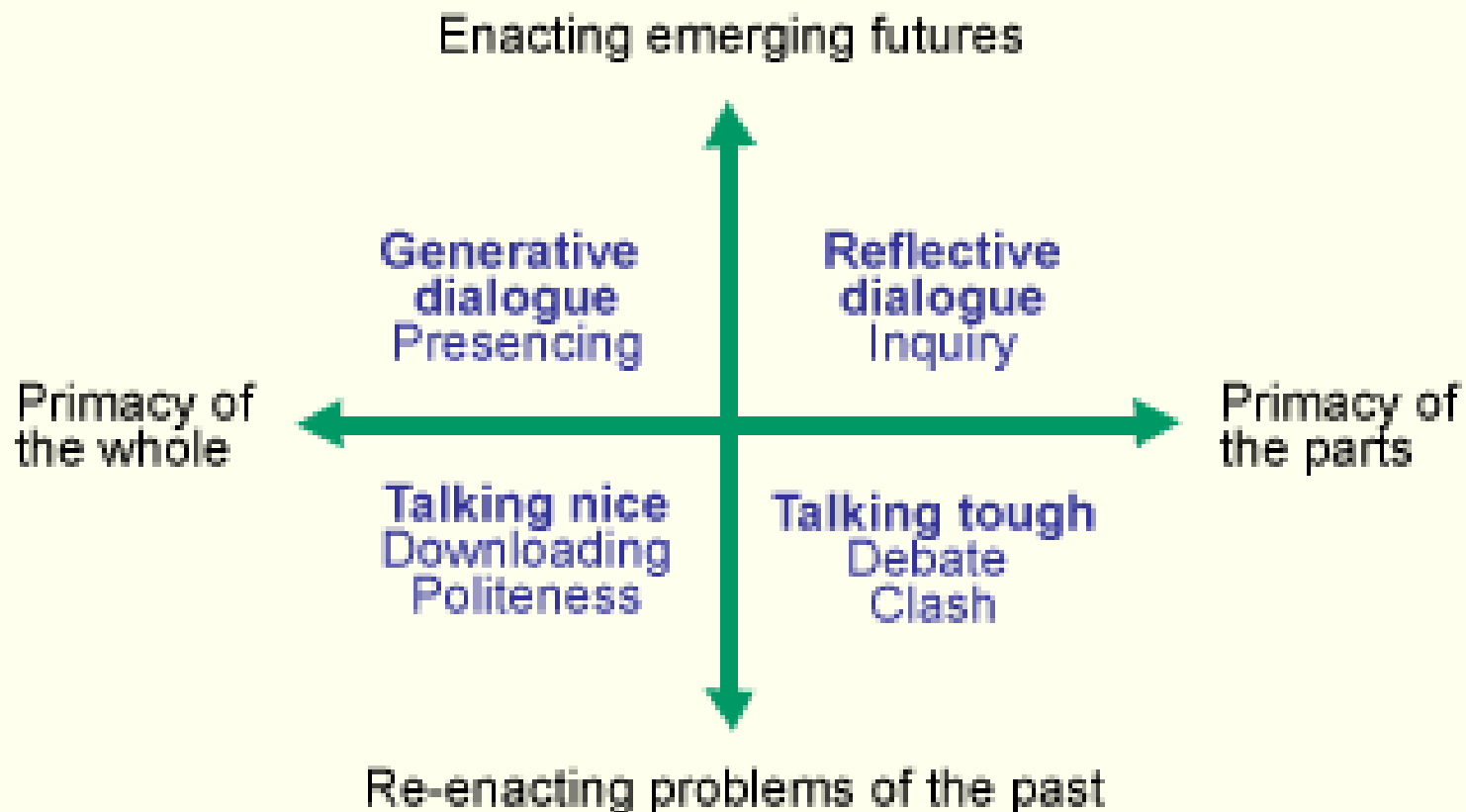
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|-----------------------|---------------------|---------------------|-----------------------|
| Societal | Political Systems | Economic Systems | Social Systems |
| Sectoral | The State Sector | The Market Sector | The Social Sector |
| Organizational | Government agencies | Businesses | Community-based Orgs. |
| Individual | Mentally centered | Physically centered | Emotionally centered |

Types of Change

| Criteria | First Order Change | Second Order Change | Third Order Change |
|------------------------|---|---|--|
| Desired Outcome | “More (or less) of the same.” | Reform | Transformation |
| Purpose | To improve the performance of the established system. | To change the system to address shortcomings and respond to the needs of stakeholders | To address problems from a whole-system perspective |
| Participation | Replicates the established decision making group and power relationships | Brings relevant stakeholders into the problem solving conversation in ways that enable them to influence the decision making process | Creates a microcosm of the problem system, with all participants coming in on an equal footing as issue owners and decision makers |
| Process | Confirms existing rules. Preserves the established power structure and relationships among actors in the system | Opens existing rules to revision. Suspends established power relationships; promotes authentic interactions; creates a space for genuine reform of the system | Opens issue to creation of entirely new ways of thinking issues. Promotes transformation of relationships toward whole-system awareness and identity; promotes examination of the deep structures that sustain the system; creates a space for fundamental system change |

3rd Order Involves Generative Dialogue

Four Fields of Conversation



Source: Scharmer

Global Change Strategies

| | |
|---|---|
| Bridging - WCD | Dialogues; reports; public events |
| Brokering - IYF | Projects (Requests for Proposals, funding, coordination); learning events; meetings |
| Bldg. Learning Communities – GC | Action research; issue dialogues; reports on best practices |
| Consensus Building - FSC | Development of standards through research; multi-stakeholder dialogues; expert meetings; evaluation of adherence to standards |
| Promoting Cross-sector Collaboration – BPDW&S | Participation as a partner in projects; building and dissemination of knowledge, and capacity development in how to do partnerships; promotion of corporate social responsibility; initiation and/or support of national-level partnership projects |
| Strengthen Actors – UNDP Democratic Dialogue Project | Capacity development training; research; public advocacy; dialogue; networking |
| System Organizing - GWP | Dialogues, meetings, and forums at local, regional, and global levels; publication of reports, newsletters; creation of member databases; creation and coordination of issue networks; drafting and circulation of documents; coordination of projects by network members |



Core Challenges/Recommendations

- 1. Building the Relationship Between Orders of Change***
- 2. Shifting from Problem Solving to Societal Learning (& Change)***
- 3. Shifting from Consultation to Generative Dialogic Change Processes***
- 4. Creating Global Intersectoral Change Strategies***
- 5. Doing Work “Glocally”***
- 6. Vastly Increasing Participation***
- 7. Shifting from Collective Action to Social Practice Development***

*Recognize Global Action Networks as new key partners for
...building social capital globally*