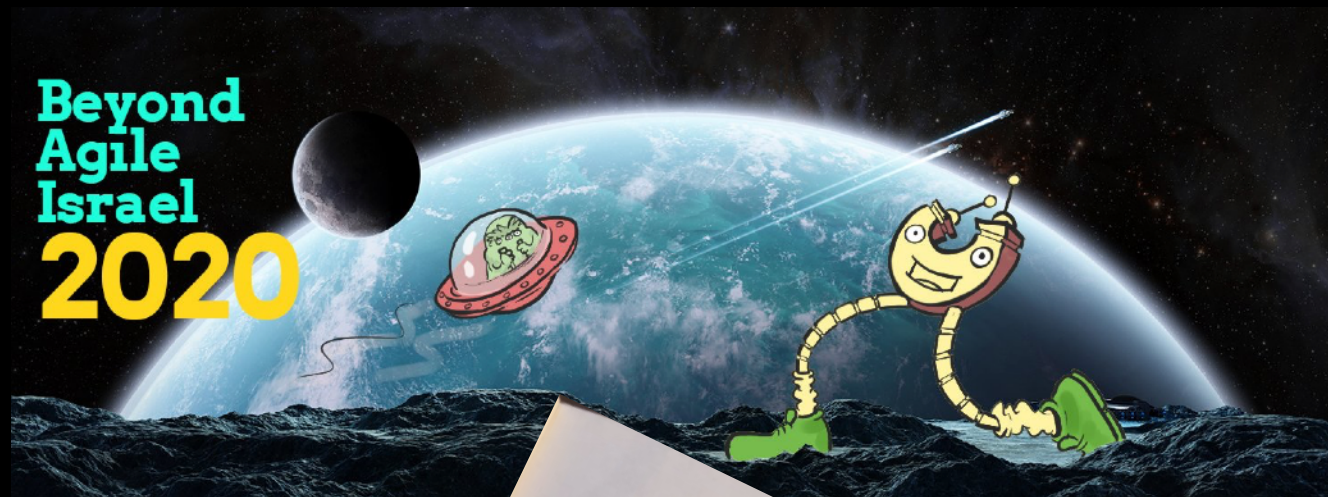


Innovate Organisations From Ego To Eco



Oana Juncu
@ojuncu
www.coemerge.com

#Design4Balance

What is the “ Orgs Transformation ”
story about ?

Orgs who want to change
and, in the same time, they
perceive change as a threat

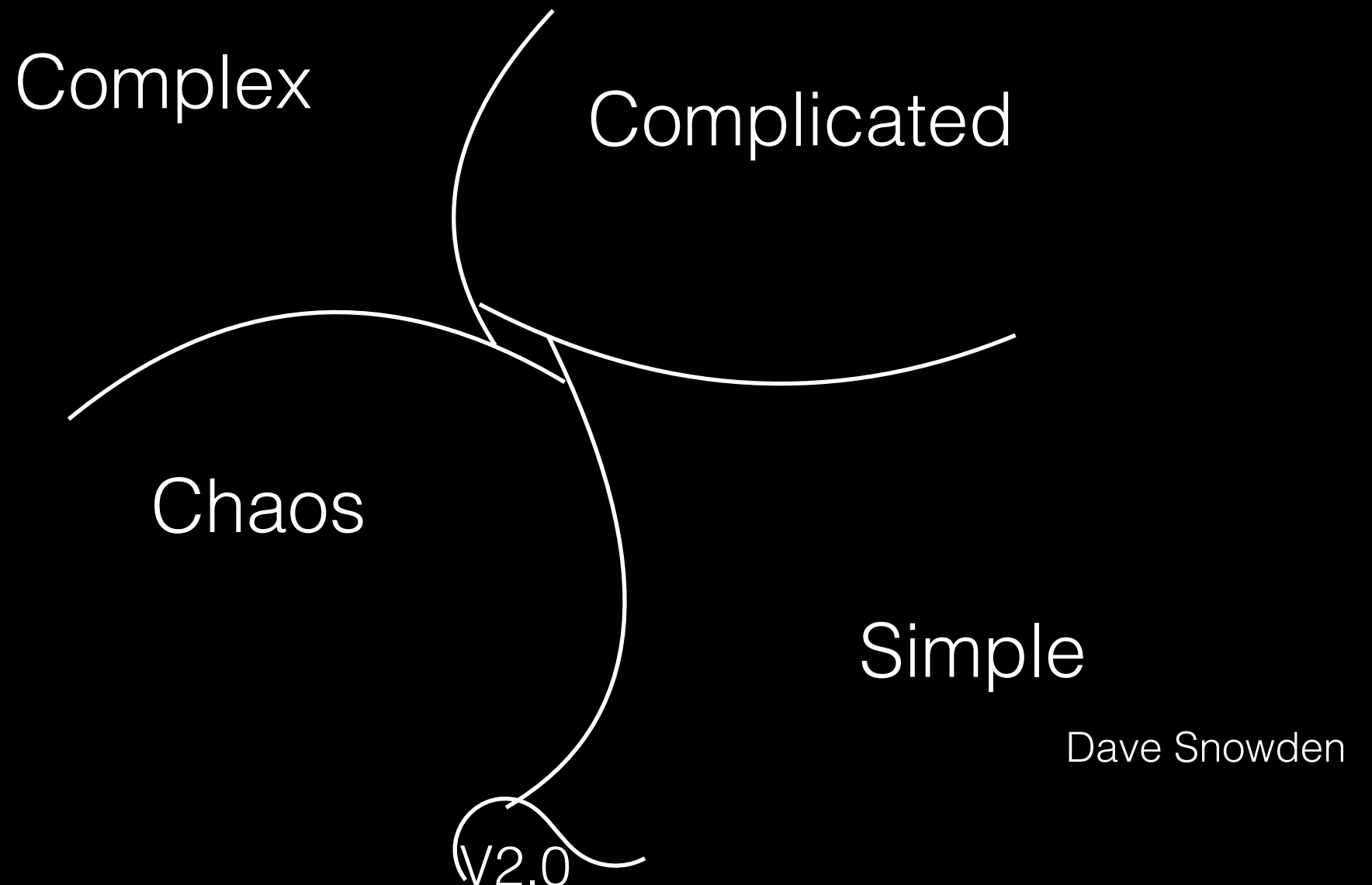


Our brain loves patterns :)

A systemic Pattern for Reality...

2 Illustrate levels of Threat

The Cynefin* Model



Dave Snowden

INDIVIDUALS HAVE
UNCONSCIOUS BEHAVIOURS
TRIGGERED BY FEAR

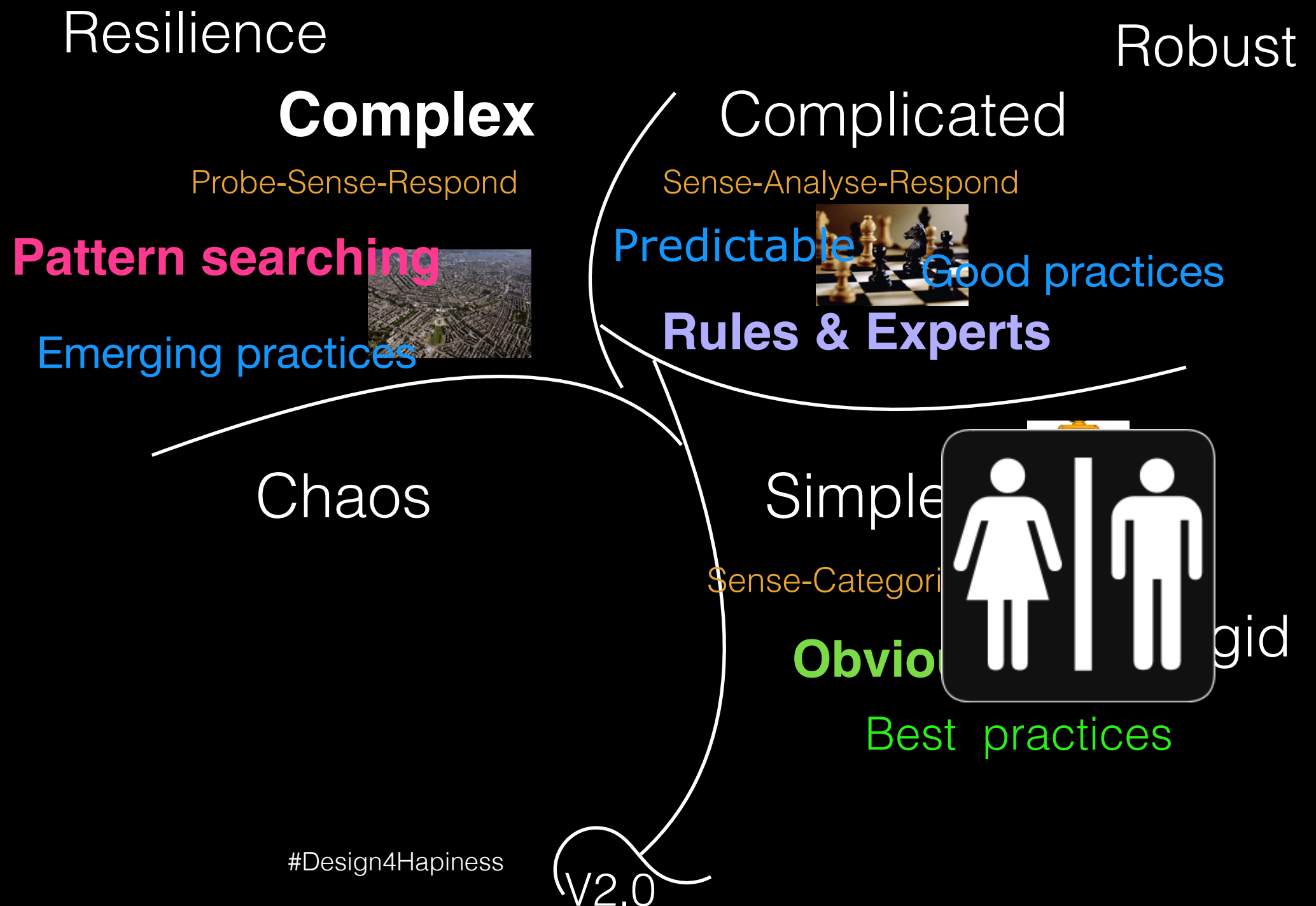
ORGANISATIONS
ALSO

**FEAR IS GOOD
FOR LIFE...**



**FEAR IS NOT THE
PROBLEM, BUT THE WAY
WE RESPOND TO FEAR IS**

Threat Level Perception goes higher



Fractal systems are resilient

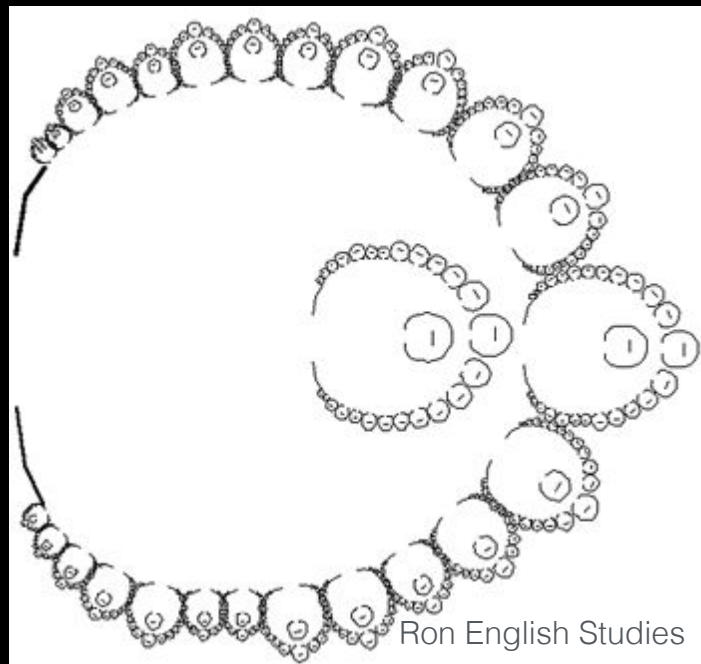


look for patterns



“Elastic response”

Fractal Architecture



Gentle Warning

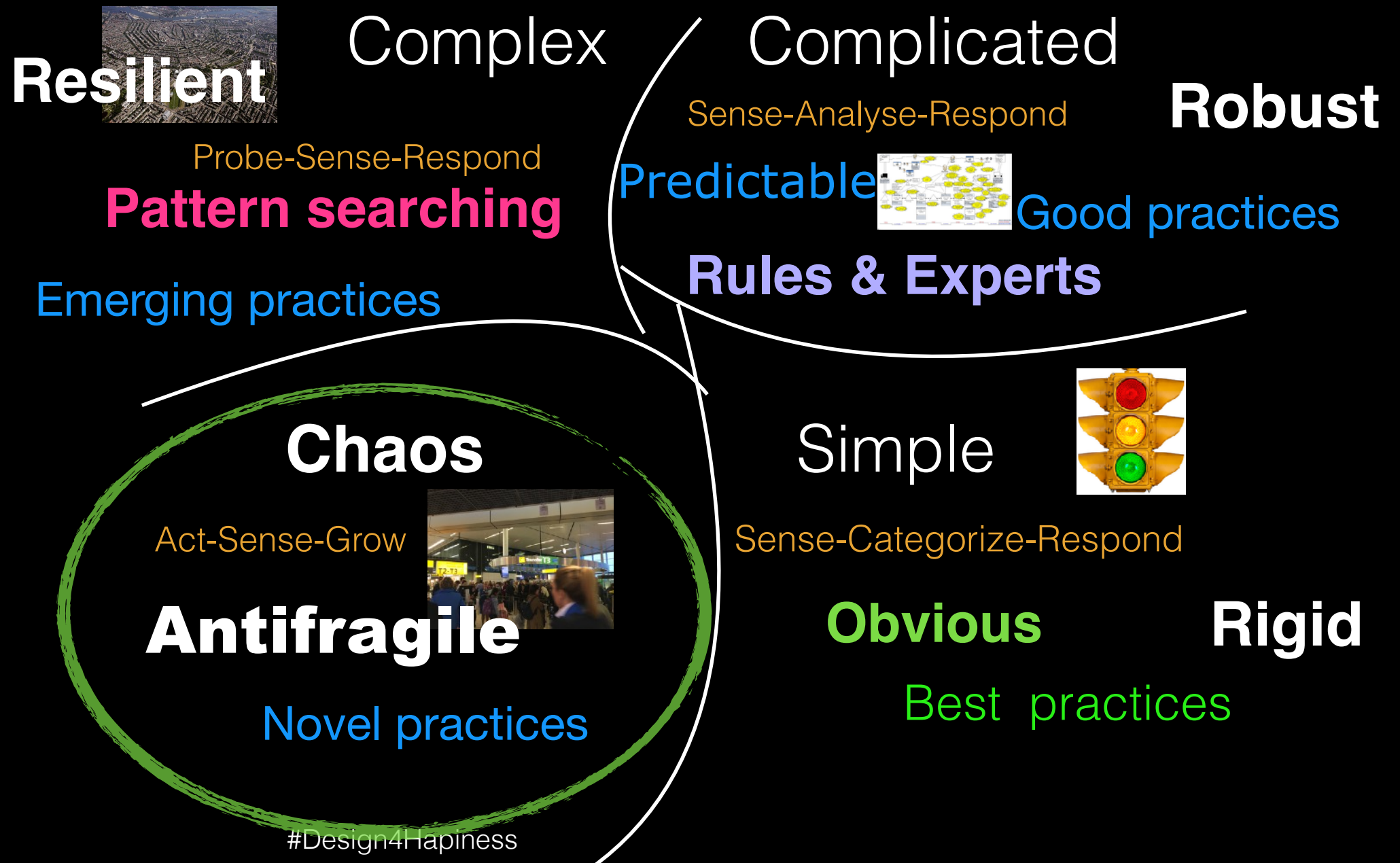
Patterns lead to (new)
cognitive biases

Gentle Reminder



Nature does not design for
performance, it designs for resilience

The Tipping Point Threat is at its climax



Antifragile* Systems



Nature is
Antifragile



Antifragile
systems are a
learning
continuum



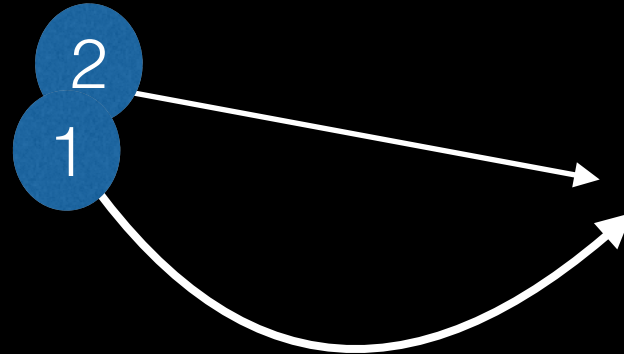
*Nassim Taleb

Theory U^*

A

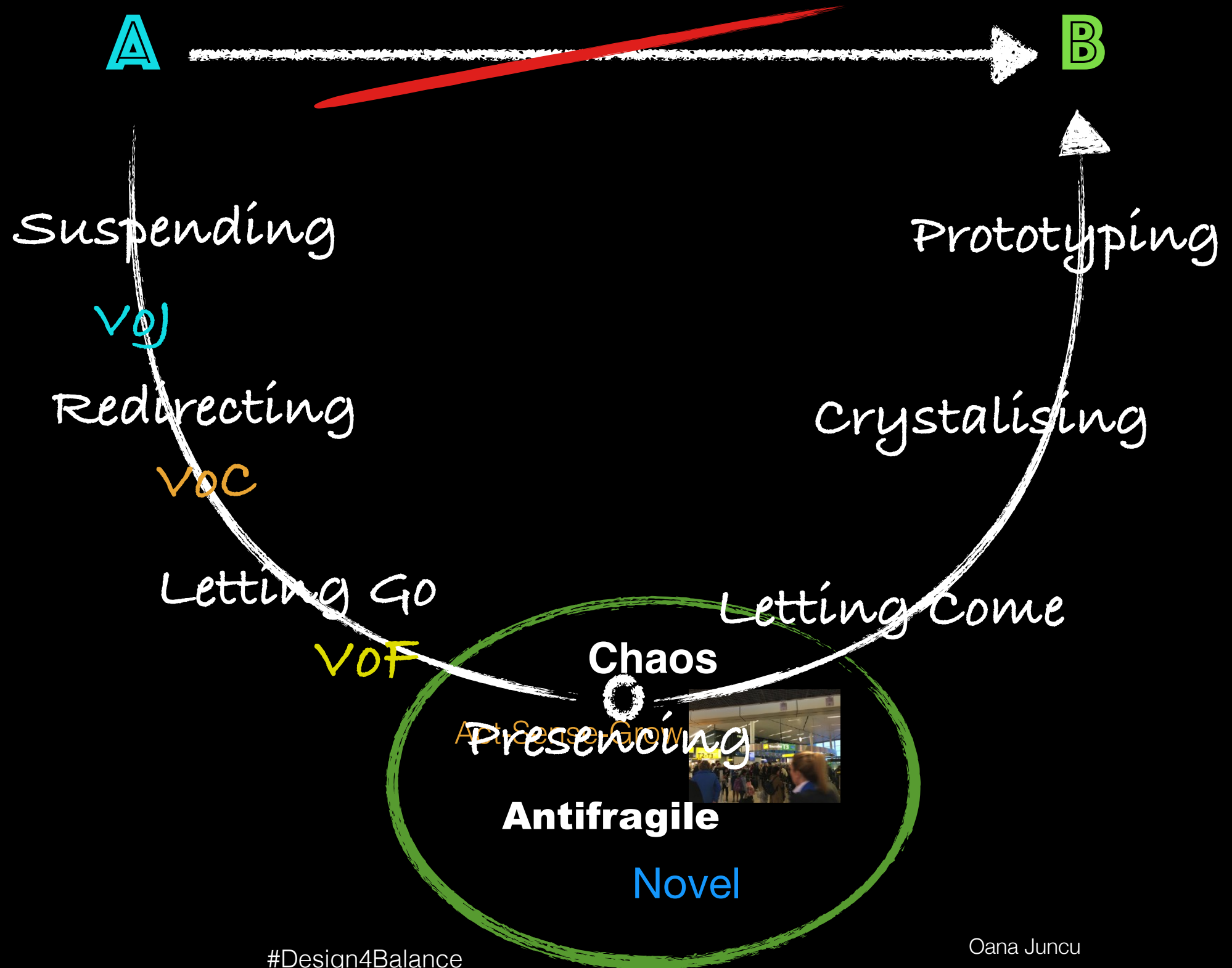


B

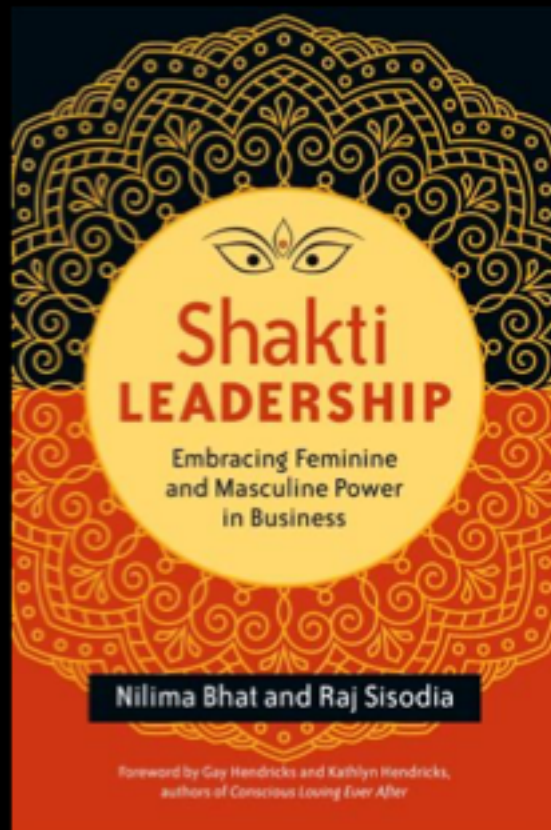


Physics Bernoulli Principle

Theory U*

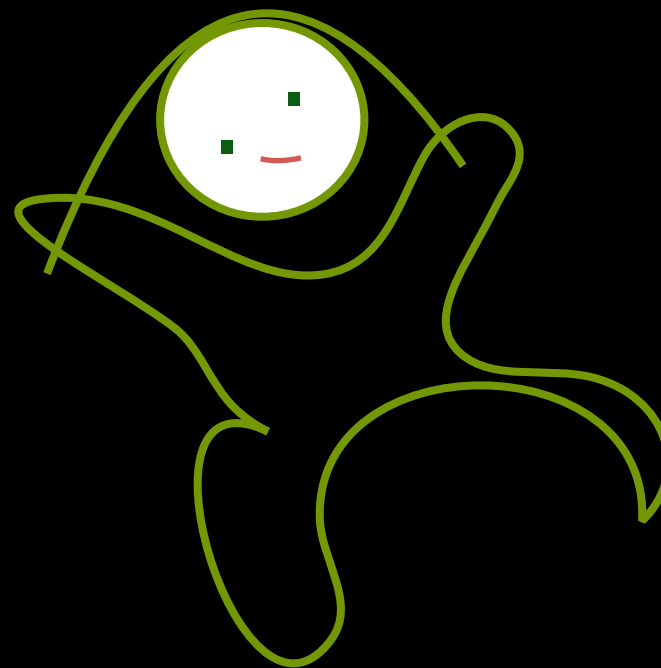


Shakti Leadership



Presence

Empower yourself



You Do have a Choice !

Thank You !



@ojuncu



oanajuncu@coemerge.com



<https://www.linkedin.com/in/oanajuncu/>



Oana Juncu