

Dynamic Patterning

Our Dynamic Patterning programmes equip leaders to notice weak signals and make sense of patterns in live change. Organisations gain valuable insights into emerging problems and opportunities much sooner, to inform their responses.

Why Dynamic Patterning?

In a complex world, organisations continuously evolve, and leaders always **lead in the midst of change**. They have no unique vantage point, no brakes to stop it while they make sense, and no reverse gear. With all the 'noise' in organisations, it can be tempting to focus on planned or desired aspects of change through projects, programmes and initiatives.

But this creates dangerous blind spots, making leaders more likely to miss weak signals about emerging problems and opportunities. When unintended consequences arise, we often ask why those early warning signs, which seem so obvious with hindsight, were missed.

Complexity science draws on advances across many fields of scientific endeavour to bring valuable insights to organisational change. It helps us understand how and why change is inherently unpredictable. It also explains that, while we may be in charge, we're never in full control.

But, until now, it's offered little by the way of **practical tools** to help leaders work with these complex aspects of change.

What's new?

Dr Sharon Varney, a leading expert in complexity, has developed a unique approach to exploring Dynamic Patterning. It is both highly practical and grounded in her leading-edge, peer-reviewed research.

Sharon's novel insights into the dynamic patterning have revealed 'domains of emergent organisational change'. An experienced change leader herself, Sharon's methods combine well-tested processes with these brand new domains to help leaders in the difficult job of **noticing** weak signals, **interpreting** what's emerging from and for people, from past actions and choices, and using these insights to inform their **responses**.

This is important, because emergent patterns of change only arise from what everyone is doing and not doing – there is no special force. So while we can't plan or control change, what we do as leaders really matters.

Dynamic Patterning Programmes

Comprehensive, tailored programmes of development and action research to support leaders in discovering patterns of change in multi-programme environments, during organisational restructures, culture and technology change, brand revitalisation and more...

- ❑ **EXPLORING Patterns of Change** - We uncover emerging patterns of change in your organisation over a period of live change. We explore those patterns with you, helping you to anticipate opportunities and problems. Then we help you to take responsive action – to amplify potential opportunities and ward off potential problems much sooner.
- ❑ **DISCOVERING Patterns of Change** – We offer a Dynamic Patterning Masterclass combining new conceptual tools with tried and tested processes to help groups to reflect deeply on their experience and discover emerging patterns in live change.

The Patterns of Change diagnostic report reflects back the meta-patterns of change to support strategic learning and decision-making. A Responsive Action Workshop helps leaders to consider their responses during live change.
- ❑ **UNDERSTANDING Patterns of Change** - Introductory workshop about Dynamic Patterning and its implications for leaders. We helps leaders to spot the 'vital signs' in organisational change.
- ❑ **SUPPORTING Patterns of Change** - We work with people who support change processes and integrate our work on Dynamic Patterning to boost the effectiveness of their interventions.

Who will benefit?

- ❑ Leaders and managers
- ❑ Change leaders
- ❑ Project leaders
- ❑ HR and OD professionals
- ❑ Risk management professionals

What will you gain?

- ❑ Enhanced leadership capabilities
- ❑ Targeted organisation development supporting live change processes
- ❑ Dynamic Patterning masterclass
- ❑ Patterns of Change diagnostic
- ❑ Responsive Action Workshop

Most organisations are not just dealing with one complex change issue, but several. As they interact, the consequences can be surprising, unintended, unwanted.

Developing the ability to discover patterns of change is now a strategic leadership competence – one which could help avoid missed opportunities and nasty surprises.

To discuss how exploring **Dynamic Patterning** could help you please contact Dr Sharon Varney at:
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