

Dear Colleagues,

We're excited to be working with you for **The Organization Workshop: Creating Partnership Across Boundaries** session on October 6<sup>th</sup>. Below, we've described the intentions of our work together as well as a few tips and resources. Feel free to drop us an email or give us a call if you have any questions.

***Purpose***

In this highly engaging session we'll provide a glimpse into some of the familiar *systemic* patterns of organizational life. This information can be used to expand our choices and increase the possibility of partnership. We'll shine a bright light on predictable, often unproductive patterns that keep popping up and how to avoid them. The learning objectives include:

- Gaining an appreciation and greater empathy for the difficult issues people deal with by understanding the *worlds* of tops, middles, workers and customers.
- Learning powerful *frameworks* for understanding systems.
- Realizing that many problems are not personal; they're *systemic—context matters*.
- Beginning to gather strategies for working up, down and across organizational lines.
- Having an opportunity to apply the frameworks and strategies.

***As you prepare:***

- Please bring \$2.00 and a pair of socks.
- Travel "light". We'll supply a handout packet; all you'll need is something with which to write.
- Be comfortable. The session is designed for active engagement.

For those interested in reading before the session, here are two helpful articles that describe the underlying concepts. This is optional. They can also help with deeper meaning making after our time together.

- <https://thesystemsthinker.com/wp-content/uploads/pdfs/210401pk.pdf>
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For those who are more auditory, here's a [video of Barry Oshry detailing his framework](#).

Best,

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