Institute of Systems Wisdom

Pioneers in Translational Consulting

Fellows Newsletter

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INSTITUTE MEMBERSHIP UPDATE

We welcome 8 new *Fellows* to the Institute bringing the total in our community to 75 people. The *Fellows* website page lists each new person when documentation is complete (http://www.systemswisdom.com/institute-systems-wisdom). *Fellows* are encouraged to recommend others who may be invited to join.
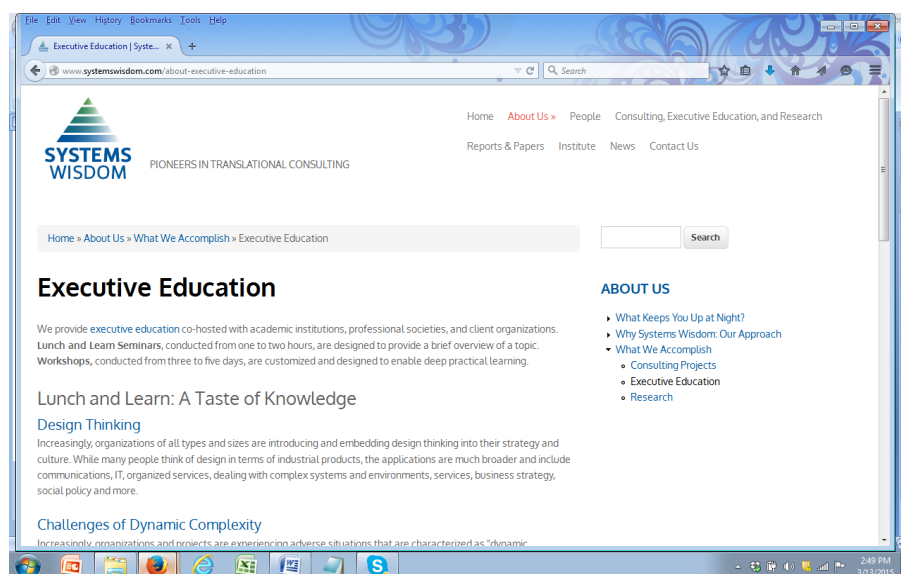

SYSTEMS WISDOM & INSTITUTE ACTIVITIES

Website Updates
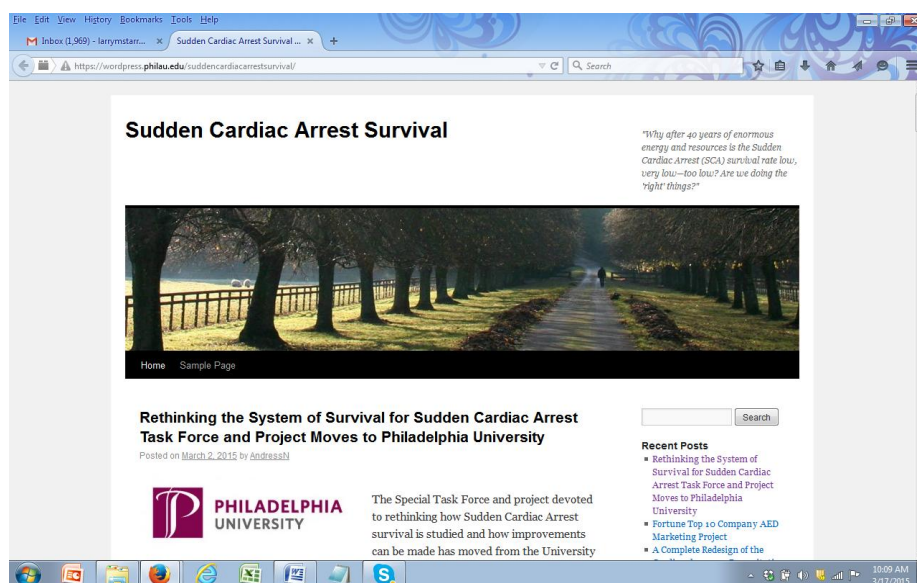
1. **Executive Education**

The Systems Wisdom website has been updated in several areas. One change concerns **Executive Education** which now lists and describes some of our offerings. *Seminars* (1-2 hours) can be conducted as a *Lunch and Learn* event. *Workshops* (3-5 days; 1-2 days under special conditions) cover a topic in depth and allow time for in-class and between-class activities that improve overall learning and application. Here is a link: http://www.systemswisdom.com/about-executive-education.

Fellows are encouraged to sponsor a *Seminar* at their organization by contacting Larry Starr or John Pourdehnad. There is a nominal charge to conduct a *Seminar* and we restrict presentations to within 50 miles of Philadelphia unless travel costs are included. *Fellows* are also encouraged to recommend a *workshop* to leadership at their organization. For discussion about this, contact Larry Starr or John Pourdehnad.

2. Research

We are pleased to report that a research partnership has been established between Systems Wisdom and Philadelphia University. This is reflected in the migration of part of the Systems Wisdom research website describing the activities of the *Special Task Force for Rethinking Sudden Cardiac Arrest Survival*. This international project was created in 2007 by Larry Starr and Allan Braslow (http://www.systemswisdom.com/allan-braslow) and hosted at the University of Pennsylvania. When Systems Wisdom was formed in 2013, the project moved with the people leading it. It is now supported and hosted by the Philadelphia University graduate studies program in *Disaster Medicine and Management*. Here is the new link: https://wordpress.philau.edu/suddencardiacarrestsurvival/.

Presentations and Workshops

Systems Wisdom has established an education relationship with the *Federal Executive Board (FEB) of Philadelphia.* Established in 1961 by U.S. Presidential Directive, the national network of 28 FEBs are a "forum for communication and collaboration among Federal agencies outside of Washington, DC." The three primary FEB missions include "coordination and support of intergovernmental and community activities; Emergency preparedness, security, and employee safety; and Human capital readiness." The Philadelphia FEB, one of the original, serves a population of approximately 170 federal entities and approximately 45,000 people located in southeastern Pennsylvania, southern New Jersey, and northern Delaware. Here is a link: http://philadelphia.feb.gov/index.php?content=10&page=Overview.

As described in the *FEB March 2015 Newsletter*, Systems Wisdom will provide the following topics presented in workshop format.   Registration is managed by Philadelphia University.

Leading with Design Thinking (targeting leaders in the federal workplace)
Design Thinking Background, Context, and Applications
Design Thinking Tools and Implications
Embedding Design Thinking in the Organization

Design Thinking Workshops (for anyone in the federal workplace)
Design Thinking Background, Context, and Applications
Design Thinking Tools and Implications
Embedding Design Thinking in the Organization

Design Your Retirement for those who are planning for professional work after federal service)
Transitioning from the Federal Government

"At Naval Postgraduate School (NPS) Department of Defense Analysis (DA), we have made a major investment in design thinking because we think it is one of the next big things."

"Meet Emily Friedberg. Emily currently splits her time between building an innovation center within the federal government as the Director of Design Thinking for the Office of Personnel Management and her own local food business in Washington, DC."

Doctoral Design Project Update

The design for the proposed *Doctorate in Strategic Leadership* created for Philadelphia University has successfully completed its reviews by the academic committees. The next step is presentation to the University Board of Trustees at their March meeting. The final decisional step will be the selection of a start date. When this is set, many activities will be initiated including finalizing curricula and courses, hiring personnel, marketing and recruiting doctoral students, and creating and formalizing external partnerships.

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PHILADELPHIA UNIVERSITY

SYSTEMS WISDOM WEBLOG

Read the latest entry of the **Systems Wisdom Weblog**, "*Icebergs, Patterns, and Systems*" available here: http://systemswisdom.typepad.com/my-blog/. Share this with colleagues, follow as more entries are added, or email your own contribution for a future entry.

FELLOWS ACTIVITIES & SCHOLARSHIP

Morne Mostert, PhD, Fellow and Strategic Partner (http://www.leadershipoptions.co.za/)

Poetchino – Chaotic complexities of a curious mind is a recently published anthology of my poetry (in book form: http://imagin8bookshelf.com/title_poetchino.htm). This has been a life-long project and relates to my professional work in its attempt to explore innovative and systemic cognitive processes through the creative written word and the interplay with the affective domain and aesthetics.

Leadership and the role of the intellectual is a paper available from the University of Stellenbosch Executive Development repository: http://bit.ly/199Bx3D

Fred C. Payne, Member, Board of Directors

Fred has informed us that he has left his position as President for North America of the International Centre for Complex Project Management (ICCPM). He has returned to the corporate sector as VP of the Enterprise Program Management Office at *Serco, Inc*., located in Reston, VA.

Larry M. Starr, PhD, Principal Consultant

Larry has provided guidance to the Risk Management Department of *The Church of Jesus Christ of Latter-Day Saints*. The Church administration wished to write a "Fact Sheet" for implementing an automated external defibrillator (AED) and emergency response program for their facilities so requested consulting advice. Starr is the author of the national guidelines for use of AEDs in the occupational setting published by the *American College of Occupational and Environmental Medicine*.

Samuel Lim, Research & Consulting Associate http://www.systemswisdom.com/samuel-lim

Samuel has won the 2015 Delaware Valley Engineers Week *Lewis A. Caccese Scholarship* (http://www.dvewc.org/scholarships2015/). The award was presented at the Awards Luncheon on Friday, February 20 in Philadelphia.   The Delaware Valley Engineers Week is a Committee of the Engineers' Club of Philadelphia that operates on behalf of engineering and technical societies. Samuel is the Systems Wisdom representative in Singapore. He is working part-time while enlisted in the Singapore National Service Officer Cadet School (http://en.wikipedia.org/wiki/Officer_Cadet_School_%28Singapore%29).

Sergio Garon, Consultant (http://www.systemswisdom.com/sergio-garon)

Sergio reports, "I'm super happy to inform you that I was just admitted to the PhD program in Project Management at the *École Polytechnique of the University of Montreal* (http://www.polymtl.ca/en)!!!" I asked Sergio (a Systems Wisdom representative in Sao Paolo), if the program was taught in English or French. He responded, English, but since he already speaks English, Portuguese and Spanish, he plans to learn French in order to take advantage of the French-Canadian culture in Montreal.

Mathias Kirchmer, PhD, Fellow and Strategic Partner (http://www.systemswisdom.com/strategic-alliances#bpm)

Mathias reminds us that the next BPM-D Executive Training Workshop "The BPM-Discipline - Enabling the Next Generation Enterprise" will take place on March 26, 11.00 AM - 5.00 PM EST, at Widener University in Philadelphia (Chester). This is an executive overview of business process management as a value-driven management-discipline. It addresses topics such as identifying the value of BPM, focusing on high impact low maturity processes through an out-come driven BPM strategy, establishing the right Process Governance and the supporting BPM organization, or the segmentation of processes to prepare effective improvement and transformation initiatives. For more information or to register please visit: www.bpm-d.com

FELLOWS READING/VIEWING

This issue of the **Fellows Newsletter** presents links to reports, scholarship and other sources of intellectual stimulation that reflect our mission to "encourage, support and exchange curiosity-driven research and ideas, and seek solutions to current challenges by applying systems and design thinking." **Fellows** are encouraged to view, read, discuss and offer feedback. Here are offerings for 2015, Vol 2 No. 1

When it comes to returning favors, workplace attitudes belie vaunted corporate values and fall short of personal ones, research suggests
February 11, 2015, *Academy of Management*

Peter Belmi and Jeffrey Pfeffer of the Stanford University Graduate School of Business reported that, "In five studies, using both attitudinal and behavioral measures, we consistently found that people primed to think of themselves in an organizational context (e.g., co-worker) felt less motivated to reciprocate and *did* reciprocate less than those in an otherwise parallel personal (e.g., friend or acquaintance) situation." In sum, "***organizational contexts reduce people's obligation to follow the moral imperative of the norm of reciprocity***." (Source: http://bit.ly/1H9Og1z)

Structural Capital and Project Processes: Areas for Future Focus
October 2011, *Procedings of the 7th European Conference on Management, Leadership and Governance*

New research points to the systems thinking approach to takle the holistic nature of a project within its environment (Edington, 2005; Pollack, 2007) or a synthetic integrative approach that takes into consideration the quantitative and qualitative features of systems (Pourdehnad, 2007). ***Pourdehnad (2007) recommends adding systems models to analytical approaches and educating project managers in an integrative approach towards plan execution.*** A systemic viewpoint provides a much richer portrait of the total environment within which a project takes place including a firm's entire portfolio of projects and the collateral associated with the firm's structural capital. (Source: http://bit.ly/1BX1A8y)

Trust erodes over time in the online world
 March 18, 2015, *Stanford University*

Parigi said his and Cook's research on companies operating in the sharing economy is still in progress. "We have some preliminary results that confirm the idea that people's levels of trust toward others can be modified through the experience of participating in this relatively new form of collective action. ***If confirmed in subsequent research, and this is a big 'if,' the main implication is that trust can be engineered and that technology can play a crucial role in the process," he said.*** (Source: http://news.stanford.edu/news/2015/march/sharing-trust-online-031815.html)