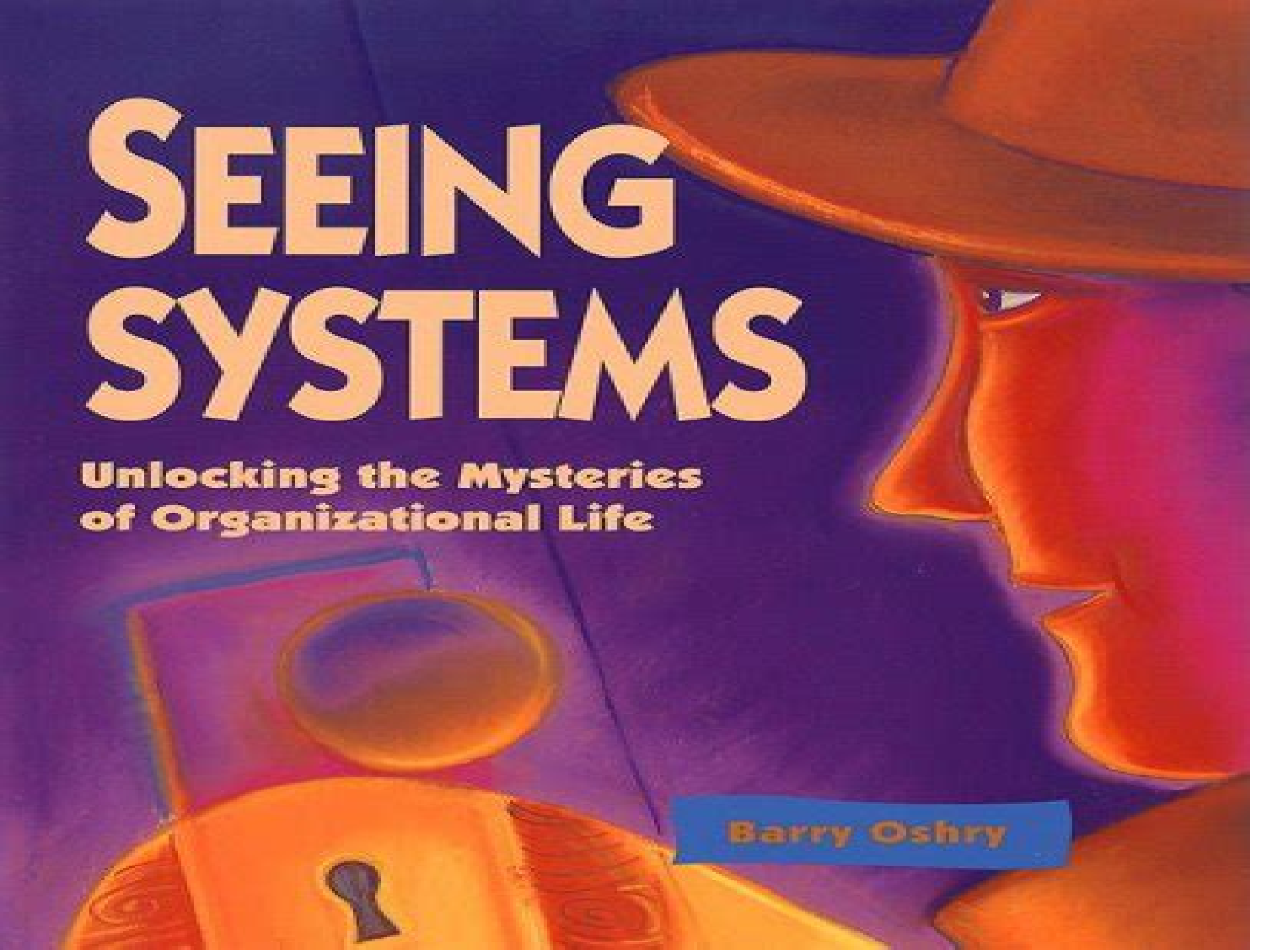


# SEEING SYSTEMS

An abstract, painterly illustration in shades of purple, blue, and orange. It features a large, stylized profile of a face wearing a hat on the right side. In the lower-left corner, there is a circular object with a keyhole-like shape in the center, and a rectangular shape above it. The overall style is surreal and artistic.

**Unlocking the Mysteries  
of Organizational Life**

**Barry Oshry**

# Seeing Systems Unlocking The Mysteries Of Organizational Life

**M. Ann Garrison Darrin, Patrick A.  
Stadter**



## **Seeing Systems Unlocking The Mysteries Of Organizational Life:**

*Seeing Systems* Barry Oshry, 1996 This book is about seeing systems It is about overcoming system blindness and seeing our part in the context of the whole and the present in the context of the past It is about seeing ourselves in relationship with others and creating satisfying and productive partnerships in these relationships It will enable us to create systems with extraordinary capacities for surviving and developing Oshry weaves a remarkable explanation for the subtle and largely unseen ways in which our structures influence our behaviour Marvin Weisbord author *Productive Workplaces* **Seeing systems [electronic resource]** Barry Oshry, 2007 When breakdowns occur in organizational life the tendency is to blame them on the personalities motivations and abilities of the individuals involved or on the specific characteristics of one s organization Barry Oshry demonstrates how everyday breakdowns stem from our failure to see how human systems shape our feelings about ourselves and our relationships with other individuals and groups He shows how we can transform system blindness into system sight enabling us to live and work together in productive partnership Based on Oshry s 30 years of studying human interaction in social system life *Seeing Systems* is profound in its implications while being easily accessible In addition to illustrative cases and solid systems theory the book is populated with pinballs talking body parts mysterious swimmers amebocytes slugs and earthworms dances of blind reflex and tunnels of limited options The result is a unique foundation for revolutionizing our understanding of system life This new edition is revised throughout and features an extensive new section on having the wisdom and courage to face and work with the reality of uncertainty a hopeful antidote to today s righteous battles of certainty versus uncertainty The new epilogue describes how Oshry is currently using theater blogs and podcasts to extend his multi pronged revolution aimed at transforming system blindness into system sight

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acting on informed and strategic glimpses These brief and fleeting impressions multimodal and multi sensory incomplete and ambiguous always in motion offer potentials but no definitive answers Re envisioning is a profoundly ethical and aesthetic process centered in prospects for social justice compassion reform and renewal Social movements are rarely motivated by commitments to narrow objectives aimed at solving specific problems Across time and cultures we are drawn to persons and processes to ideas and images that call us back to remember our highest principles and move us forward to respond with acts of integrity and grace Recurrent themes of beauty and power here mirrored in chapter titles inspire guide and liberate collective vision and principled action Re envisioning although accessible to all remains largely undeveloped and underutilized Our collective ability to realize progressive aspirations for education and democracy can be significantly enhanced by integrating the process of re envisioning with other more familiar educational and political reform strategies

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