

# SCT in Action

Applying the Systems-Centered Approach in Organizations

Edited by Susan P. Gantt and Yvonne M. Agazarian

# Sctr In Action Applying The Systems Centered Approach In Organizations

**Susan Gantt** 

#### **Sctr In Action Applying The Systems Centered Approach In Organizations:**

SCT? in Action Susan Gantt, 2005-04 Susan P Gantt Ph D CGP ABPP is the Director of the Systems Centered Training and Research Institute a psychologist in private practice in Atlanta and a faculty member in the Emory University School of Medicine Yvonne Agazarian Ed D FAGPA CGP developed a theory of living human systems and its systems centered practice and founded the Systems Centered Training and Research Institute She received the Group Psychologist of the year award from the American Psychological Association in 1997 As this book amply demonstrates SCT has turned out to have powerful organizational applications With its theory of living human systems rather than a separate theory of organizations or of organizational behavior it uses concepts that easily map onto organizational life It looks at systems as a whole but also in parts It stresses the importance of understanding boundaries and contexts It continually focuses on task and perhaps most important of all it offers a sophisticated understanding of roles which includes work roles in organizations It well may be as more consultants working in organizations become more familiar with the concepts and methods SCT offers the SCT approach will come to seem indispensable to the resolution of conflict Ken Eisold Ph D Yvonne Agazarian has long been established as one of the major theoreticians within group and organizational psychology In this book she and Susan Gantt have gathered together enriching and stimulating papers within the SCT tradition with the aim of showing us how it works in practice They have certainly succeeded SCT is about creating a new culture in which both people and the aims of the organization are strengthened and supported For those working with organizations either as leaders or consultants this book will prove to be a stimulating and reliable companion Christer Sandahl Department of Learning Informatics Management and Ethics LIME Karolinska Institute Stockholm Sct in Action Susan P Gantt, 2005-04-04 The systems centered approach to organizations brings an innovative technology that makes it possible for organizations and work groups to lower the personalizing that is so troublesome for the people in organizations Instead learning to think systems shifts towards being able to see oneself in one s role and context This book illustrates actual examples of the basic systems centered methods being applied in organizational work groups in coaching and in school and educational settings The systems centered approach introduces both a new perspective and an inventive technology Functional subgrouping is used to resolve conflicts and strengthen decision making The systems centered framework of role goal and context enhances teamwork and lowers personalizing Deliberately filtering noisy talk increases the potential for communication to work The paradigm of phases of system development in organizations links each phase to specific change strategies This collection of articles brings together a range of examples that illustrate these human technologies and apply systems centered theory and methods to various organizational contexts companies non profit organizations and educational systems This book is essential reading for consultants managers teachers administrators and any change agents interested in learning to influence the system and not just the people Military Communications in a Changing World ,1991 Complexity, Management and Change Open

University, Open University. T301 Core Course Team, 1984 Complexity, Management and Change Open University. Complexity, Management and Change Course Team, 1999 **Systems Approaches to Management Michael** Jackson, 2000-11-30 Systems Thinking is a new paradigm set to revolutionize management practice in the 21st century Systems Approaches to Management is the most comprehensive guide available to the application of this new paradigm in the field of management It Traces the emergence of holistic thinking in disciplines such as biology control engineering sociology and the natural sciences Details and provides a critique based upon social theory of the range of systems approaches methodologies models and methods Offers numerous case studies to illustrate systems thinking applied to management Introduces critical systems thinking as a coherent framework that brings unity to the diversity of different systems approaches and advises managers consultants scholars and students on their use Provides an accessible source of inspiration for managers management consultants scholars and students LIST Covers chaos and complexity theory the learning organization system dynamics living systems theory soft systems methodology interactive management interactive planning total systems intervention autopoiesis management cybernetics the viable system model operations research hard and soft systems analysis systems engineering general system theory sociotechnical systems thinking the fifth discipline social systems design team syntegrity postmodern systems thinking critical systems thinking and much more Considers the work of Ackoff Banathy Beer Capra Checkland Churchman Eden Emery Flood Forrester Friend Freire Jackson Jantsch Linstone Luhmann Mason Maturana Miller Mitroff Prigonine Rosenhead Senge Stacey Trist Ulrich Varela Vickers von Bertalanffy Warfield Wheatley Wiener and many more Complexity, Management and Change, 1993 Complexity, Management and Change Geoff Peters, 1984 The Hard Systems Approach John Hughes, Joyce Tait, Lyn M. Jones, Sheila Stone, 1984 Complexity, Management and Change ,1984 Systems Concepts in Action Bob Williams, Richard Hummelbrunner, 2010-10-25 Systems Concepts in Action A Practitioner's Toolkit explores the application of systems ideas to investigate evaluate and intervene in complex and messy situations. The text serves as a field guide with each chapter representing a method for describing and analyzing learning about or changing and managing a challenge or set of problems The book is the first to cover in detail such a wide range of methods from so many different parts of the systems field The book s Introduction gives an overview of systems thinking its origins and its major subfields In addition the introductory text to each of the book s three parts provides background information on the selected methods Systems Concepts in Action may serve as a workbook offering a selection of tools that readers can use immediately The approaches presented can also be investigated more profoundly using the recommended readings provided While these methods are not intended to serve as recipes they do serve as a menu of options from which to choose Readers are invited to combine these instruments in a creative manner in order to assemble a mix that is appropriate for their own strategic needs **Systemic Management for** Intelligent Organizations Stefan N. Grösser, René Zeier, 2012-10-17 The last two decades increasingly have challenged the

field of management by confronting it with rapidly growing levels of dynamism inter connectedness and complexity Systems based management approaches their promise already proven offer great potentials for influencing and coping with this development This collection of essays offers ideas and exemplary case studies from experts in systemic management organiza tional cybernetics and system dynamics for meeting the challenges in so cio economic systems This book was compiled to honor the academic achievement of Markus Schwaninger a leading protagonist in developing the field of systemic management and organizational cybernetics His stature in the field is demonstrated in the forewords by Raul Espejo and John Sterman The efforts of 18 researchers and practitioners all closely related to Markus Schwaninger offer conceptual and empirical approaches that will allow managers and advanced students of the management profession to analyze understand and design intelligent organizations. The book weaves its content from both theory and practice and offers hints for improving a variety of organizations both private and public profit and non profit and large and small Complexity, Management and Change Open University, T301 Core Course Team, Open University, 1984 Complexity, Management and Change Systems Approaches to Managing Change: A Practical Guide Martin Reynolds, Sue McGraw-Hill Education, 1999-01-01 Holwell, 2010-03-10 In a world of increasing complexity instant information availability and constant flux systems approaches provide the opportunity of a tangible anchor of purpose and iterate learning The five approaches outlined in the book offer a range of interchangeable tools with rigorous frameworks of application tried and tested in the real world. The frameworks of each approach form a powerful toolkit to explore the dynamics of how societies emerge how organisations create viability how to facilitate chains of argument through causal mapping how to embrace a multiplicity of perspectives identifying purposeful activity and how to look for the bigger picture across multiple disciplines Systems Approaches offers an excellent first introduction for those seeking to understand what systems thinking is all about as well as why the tools discussed herein should be applied to management and professional practice This book provides a practical guide and the chapters stand alone in explaining and developing each approach Complexity, Management and Change Open University. Faculty of Technology, 1984 Complexity, Management and Change Geoff Peters, John Martin, Roger Spear, 1984 Complexity, Management and Change Open University. Faculty of Technology, 1984 Complexity, Management and Change John J. Naughton, Lyn M. Jones, 1984 A Systems Approach to Failures ,1984

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