

# SCT IN ACTION

Applying the  
Systems-Centered Approach  
in Organizations

Edited by Susan R. Cantel  
and Thomas H. Aggarwalan



# 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  
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**Management and Change** Geoff Peters, 1984      **The Hard Systems Approach** John Hughes, Joyce Tait, Lyn M.  
Jones, Sheila Stone, 1984      **Systems Concepts in Action** Bob Williams, Richard Hummelbrunner, 2010-10-25 Systems  
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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** McGraw-Hill Education,1999-01-01

Systems Approaches to Managing Change: A Practical Guide Martin Reynolds,Sue 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

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