

Systems Practitioner Personal Portfolio

Name:

| Competency | Skill Level | Application | Evidence |
|---|-------------|--|----------|
| Systems Knowledge & Skills | | | |
| <u>Multi-methodology (incl. SOSM)</u> | | | |
| Bubble strategy | | | |
| <u>Confrontation Analysis (CONAN)</u> | | | |
| <u>Critical System Heuristics</u> | | | |
| <u>FORMED Organisation Design</u> | | | |
| <u>Interactive Management</u> | | | |
| <u>Interactive planning</u> | | | |
| <u>Mosaic Transformation</u> | | | |
| <u>Organisation Maturity Model (OMM) SCiO</u> | | | |
| <u>Patterns of Strategy</u> | | | |
| <u>Socio-Technical Systems</u> | | | |
| <u>Soft Systems Methodology</u> | | | |
| <u>Syntegegration/Synteegrity</u> | | | |
| <u>System Dynamics</u> | | | |
| <u>Viable System Model</u> | | | |
| <u>Variety Engineering Method</u> | | | |
| | | | |
| <u>Systemic thinking & systems concepts</u> | | | |
| Systems Laws | | | |
| <u>Transposing Theory (YoYo model)</u> | | | |
| | | | |
| <u>Action learning</u> | | | |
| <u>Action research</u> | | | |
| Agile (project mgmt.) | | | |
| <u>Appreciative Inquiry 4D model</u> | | | |
| <u>Coaching</u> | | | |
| Application there are 4 types of application categorised by the context in which you have used each approach: <ul style="list-style-type: none"> A. outside any real-life organisational context i.e. in a training workshop, or on a case B. in your own organisation within a part of the organisation you control / manage C. in your own organisation, but in parts not directly managed by you or as external consultant D. in a multi-organisational context | | Skill Level there are 6 levels of skill: <ol style="list-style-type: none"> 1. Cannot yet use the approach 2. Can use the approach with direct supervision / support 3. Can use the approach without support 4. Can supervise others in the use of the approach 5. Can train others in the use of the approach 6. Can develop new practice in this area for others to use | |
| Evidence can include certificates from courses, references to practical applications that your peers can then ask you about. | | | |

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| Constellations | | | |
| Conversation mapping | | | |
| Covert operations | | | |
| Culture mapping | | | |
| Data analysis incl. SPC, statistics | | | |
| Decision structure design | | | |
| <u>Deming</u> | | | |
| Detecting & Managing undiscussables | | | |
| <u>Facilitation</u> | | | |
| Flawless consulting | | | |
| <u>Fractal Enterprise Model & Capabilities (Bider)</u> | | | |
| Graphic facilitation, incl. visualisation | | | |
| <u>Iceberg model</u> | | | |
| Influencing and mediation | | | |
| Influence mapping | | | |
| Interview technique | | | |
| Ladder of abstraction | | | |
| <u>Ladder of inference</u> | | | |
| Large group decision approaches (<u>Syntegration</u> , <u>SAST</u>) | | | |
| Large group engagement processes (open space, world café, Future Search etc) | | | |
| Lean & 6 sigma | | | |
| Learning design & learning conversations | | | |
| Linear argument technique | | | |
| Listening & multiple perspectives | | | |
| Managing deflection / resistance & challenge | | | |

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| Metaphors | | | |
| Neuro-Linguistic Programming (NLP) | | | |
| Presentation design | | | |
| Productive conversations | | | |
| Public speaking | | | |
| Questionnaire design | | | |
| Scientific Theory & Evidence | | | |
| Selling systems approaches | | | |
| Training design | | | |
| Transactional Analysis (TA) | | | |
| Trust mapping & metrics | | | |
| Values mapping and integration | | | |
| Vanguard Method | | | |
| Verbal Behaviours (Rackham) | | | |
| Workshop design | | | |

| | |
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