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## SEgroup Bulletin II – 2009 (May)



Scouting  
Australia



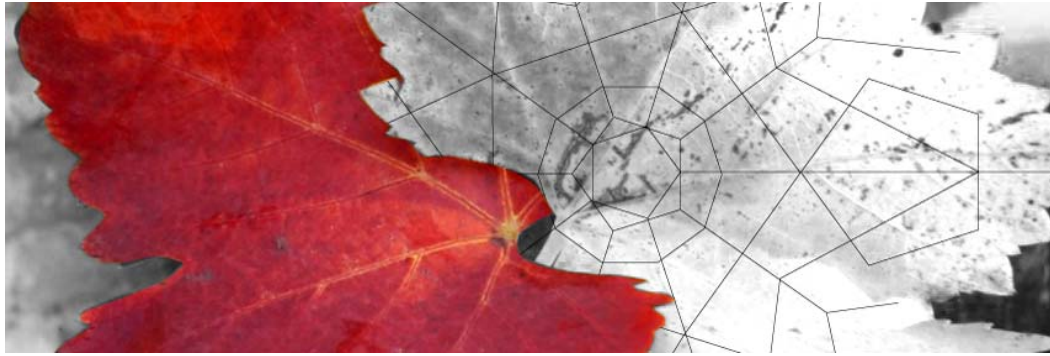
Reflection in Action  
Innovate Change



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**Systemic Excellence Group**

Independent Think Tank for Leading Practice



## Group development

### Co-creation: empower innovation

The SEgroup is expanding on all levels and venturing into new and undiscovered fields. Our vision is to provide the engaging experience of co-creation, in research and consulting with the emergent combination of systems thinking and design thinking. To exhibit our outlook we have relaunched our website, presenting our vision and including our internal co-creation model.

Giving the opportunity for change, we created the SEgroup Bulletin providing a short overview on our past and current activities, and to be published three times in a year.

This new format will provide the chance for transparency and participation. We hope you will enjoy the initiative and we look forward to co-create together.



### New Face: Elke Umbach

The SEgroup proudly welcomes Elke Umbach. Elke recently joined the SEgroup as a consortial partner. Elke has a degree in Sociology (Dipl. Soziologin) and she has established herself as an organisational consultant, executive coach and passionate trainer since 1996. She supports creating change and stimulating vitality in organisations and has extensive experience in the automotive, IT and banking industries.



>> People

# Organisational Excellence

## Announcing Next Practice NGO Workshop

Next Practice NGO invites all partners that have been interviewed for a workshop. To be held in cooperation with the Humboldt-Viadrina School of Governance on the 4<sup>th</sup> and 5<sup>th</sup> of June 2009, the objectives are to discuss the first findings of the study and to explore possibilities for developing and increasing the organisational performance of NGOs.

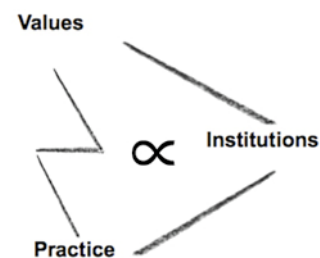
>> [Claas.Wenzlik@SEgroup.de](mailto:Claas.Wenzlik@SEgroup.de)



## New paper: Alpha Change

We are proud to announce the completion of another knoweldge project, Alpha Change. As a cultural change management approach, it holistically allows for sustainable cultural change, introducing the Cultural Triangle. Alpha Change offers a basis for observing the dimensions of organisational cultures: its values, practices and institutions. The balancing of the dimensions of cultures and relationships leads to an overall balance - the alpha.

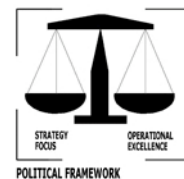
>> [Paper](#)



## New paper: High Performance Organisation

Titled “Next High Performance Organisation – Towards Organisational Integrity”, this paper argues that High Performance Organisation (HPO) remains a myth and is hard to observe in reality. However, aiming for the quality of an HPO is rewarding as it substantially contributes to fostering a healthy development and increases performance. The concept of HPO is based on the balance between strategy focus and operational excellence.

>> [Paper](#)



# Leadership Excellence

## Reflection in Action

Reflection in Action (RiA) develops leadership qualities beyond that of which are offered by the conventional tools and methods. RiA will be the platform for our first cooperation project with consulting.art & friends. This partnership will support organisations and individuals dealing with uncertainties and provide them with sustainable solutions in the form of workshops.

>> [Claas.Wenzlik@SEgroup.de](mailto:Claas.Wenzlik@SEgroup.de)



# Project Excellence

## Cross Cultural Complex Project Management website Launch

The SEgroup, in collaboration with the European University of Viadrina Frankfurt/Oder (EUV) and the Humboldt Viadrina School of Governance Berlin (HVSG) have initiated a new research on Cross Cultural Complex Project Management (CCCPM). This project aims to bring together the different cultures of the world focussing on the design of a global society and its proceedings. We invite you to explore our vision and research.

>> [www.CCCPM.net](http://www.CCCPM.net)

# CCCPM

## Project Dubai: Socio-Cultural Impact Analysis on Dubai

Jan Lachenmayer published the key findings based on his three months research endeavour in Dubai. "Lens on Dubai's Society: Fragile or Postmodern?" analyses the issue whether Dubai's economic development is accompanied by a comparable social development. This identified socio-cultural frictions and predominant paradigms, all of which have a major impact on Dubai's future.

>> [Paper](#)



## Political Excellence

### Herman Sheer shares his view on Political Excellence

JPoX added a new interview with Herman Scheer, member of the German Bundestag and Right Livelihood Award laureate. The interview reflects on the excellence in contemporary political systems. Hermann Scheer holds the view that reforms of the political system in Germany are necessary and possible. Facing problems like the declining membership of parties and increasingly less turnout, he calls for decisive and broad reforms of democracy.

>> [www.JPoX.eu](http://www.JPoX.eu)



## Cultural Excellence

### Scouting Australia

SEgroup continues scouting the world. Our expeditions have spread to Australia. In Brisbane and Sydney, the opportunity has come up to observe and gain deeper insights to institutions, organisations and consultancy groups in the fields of cross-cultural complexity and systemic consulting. Scouting Australia was a vital experience to broaden our network and gain new knowledge in these fields.

>> [Read more](#)



### Partnership in Singapore

Within the recent Cross Cultural Complex Project Management (CCCPM), Jan Lachenmayer proposed a research idea that explores the mechanisms and future of Singapore's society. The opportunity originated for a new dialogue partner, The Online Citizen (TOC). Based in Singapore, TOC tells the stories about Singapore excluded from the mainstream press. The project is due to start during the course of this year.

>> [Read more](#)



## Envisioning SocialDesignSite

The SocialDesignSite constructed a vision of co-creating a synergy effect of world changers. We have opened a dialogue on this topic to expand the project to its full potential and to establish the site as a self-sustaining network, functioning as a bank of knowledge on Social Design.

>> [www.SocialDesignSite.com](http://www.SocialDesignSite.com)



## Chongming Eco-Community Project in China

Dr. Louis Klein and Suk-Han Tang held a workshop in support of the Chongming Eco-Community Project in Shanghai. Initiated by Studio TAO, this project has the objective to revitalize rural villages in China by improving the quality of all areas of life. SEgroup facilitated the workshop and provided training on social systems theory and tools on exploring social systems. The success of the workshop proved that SEgroup is an effective and leading think tank on an international level.

>> [Read more](#)



## Systemic Consulting

### New Knowledge project: Innovate Change

In February, the SEgroup launched a new knowledge project “Innovate Change”. The project idea is structured around reinventing our approach to change management to a more creative and playful manner. We have identified models, methods and instruments of change management and are currently bringing them together in an appealing way. In a pilot workshop, during the course of this year, further elaborations on this idea will take place in the presence of friends, clients and an interested public.

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