

13 COMMANDMENTS of Systemic Consulting

1. Observe carefully and try to understand.
2. Ask respectfully, listen actively and try to understand.
3. Look at the whole, the unsaid, the context.
4. Be aware of your own filters of perception, work with colleagues who are different from you.
5. Form hypotheses, reflect in iterative steps, think in terms of solutions.
6. Use a wide range of perspectives to expand the scope of measures in the organisation.
7. Think carefully about your interventions and take spatial, temporal, content-related, social and symbolic dimensions into account.
8. Work together with the client to create a shared vision for the project and the organisation.
9. Decelerate and create room for dialogue, development and feedback.
10. Disrupt and make others more sensitive to patterns in the organisation, to how it handles contradictions and complexity. Create an environment in which failure is regarded as an opportunity to learn.
11. Enjoy your work and enjoy working with people, counsel the entire system, don't take sides.
12. Demonstrate an upright attitude. Focus on the sense and value behind the measure, be sure to know the answer to the question "why?"
13. Be useful and have an effect.

