



Presencing

7 PRACTICES FOR TRANSFORMING
SELF, SOCIETY AND BUSINESS

Please Note:

This PDF contains the images of the book *Presencing: 7 Practices for Transforming Self, Society and Business* by Otto Scharmer and Katrin Kaufer and may accompany the purchase of the e-book.

**C. Otto Scharmer
and Katrin Kaufer**

SYMPTOMS

Ecological Divide

Self≠Nature

Social Divide

Self≠Other

Spiritual Divide

self≠Self

Structures

Thought

Source

The Iceberg Model of Awareness-Based Systems Change

Source: Presencing: 7 Practices for Transforming Self, Society, and Business | ISBN-13: 979-8890570284

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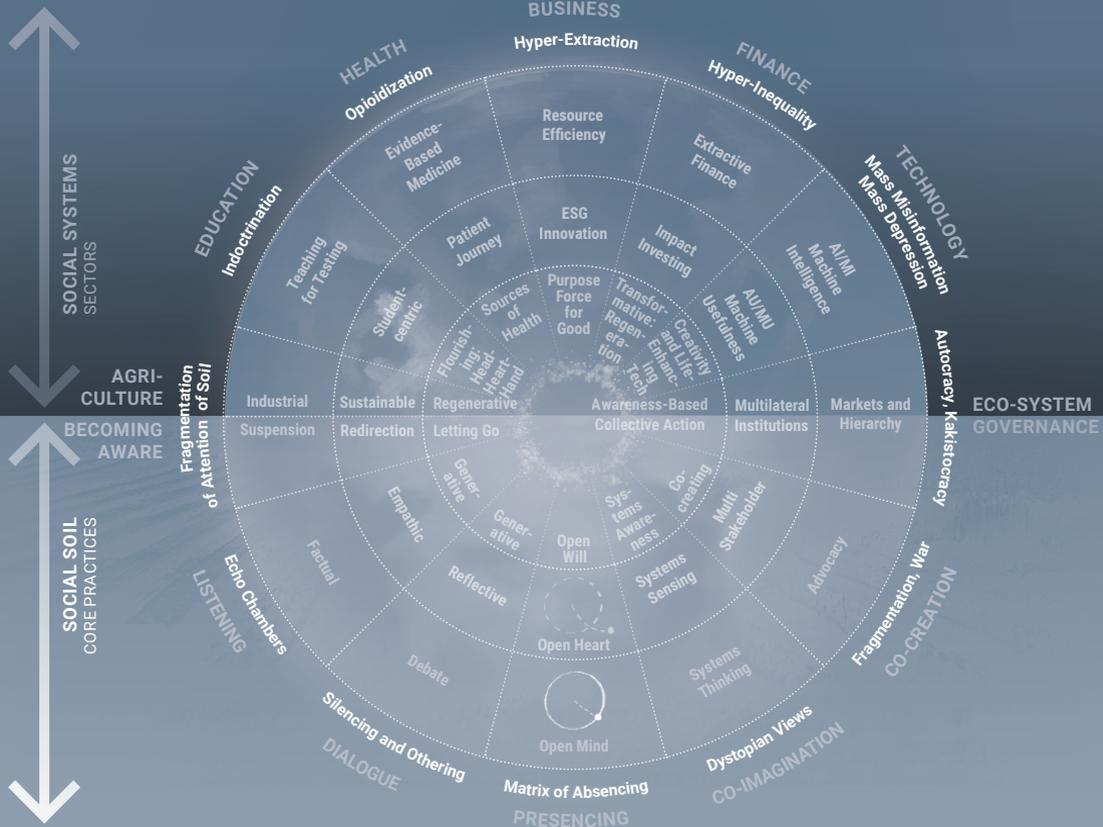
SOCIAL FIELDS:



The Social Field: Social Systems and Social Soil

Source: Presencing: 7 Practices for Transforming Self, Society, and Business | ISBN-13: 979-8890570284

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Matrix of Absencing

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Theory U 1 (Original Version)

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Theory U 2 (Aligning Attention, Intention, & Agency)

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1. CO-INITIATING:
Uncover Common Intent

2. CO-SENSING:
Observe, Observe, Observe
Listen with Your Mind
and Heart Wide Open
from the Edges of the System

3. CO-INSPIRING:
Connecting to Source
Go to the Place of Stillness and Allow
the Inner Knowing to Emerge

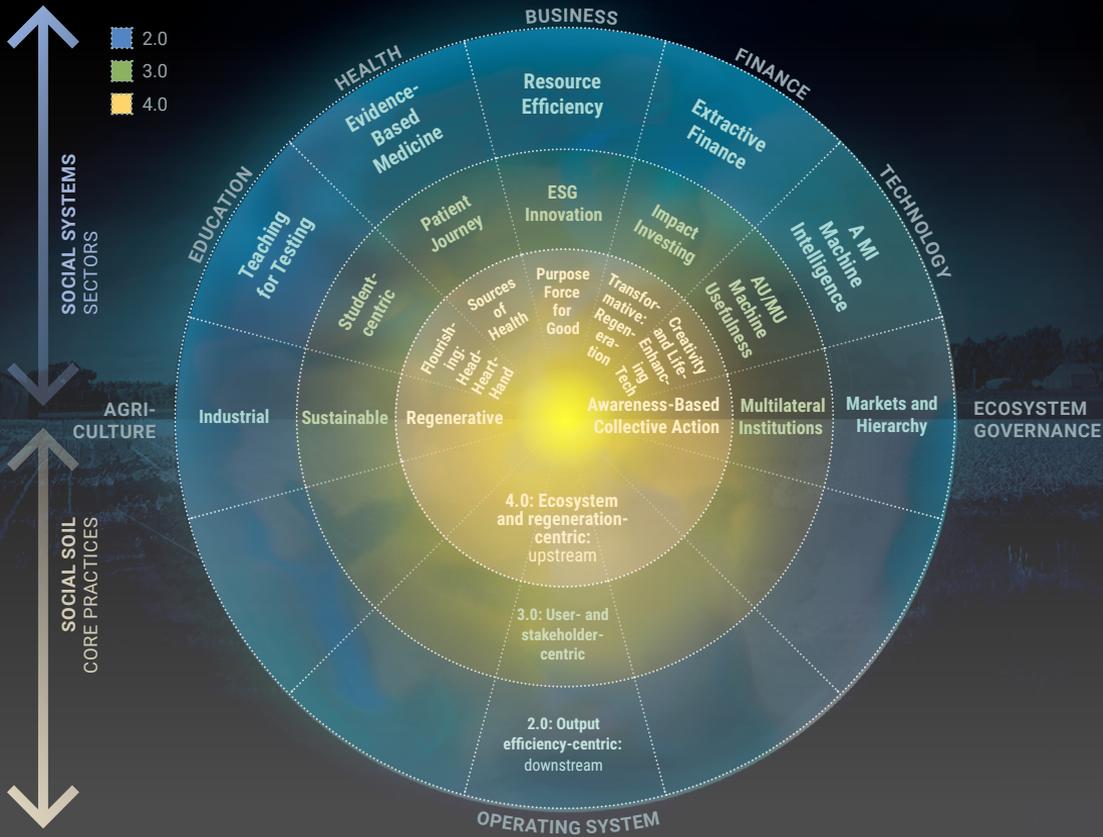
4. CO-CREATING:
Prototype the New
to Explore
the Future by Doing

5. CO-EVOLVING:
Co-shape and Institutionalize
the New by acting from
a shared awareness

Theory U in Practice: Five Movements, One Process

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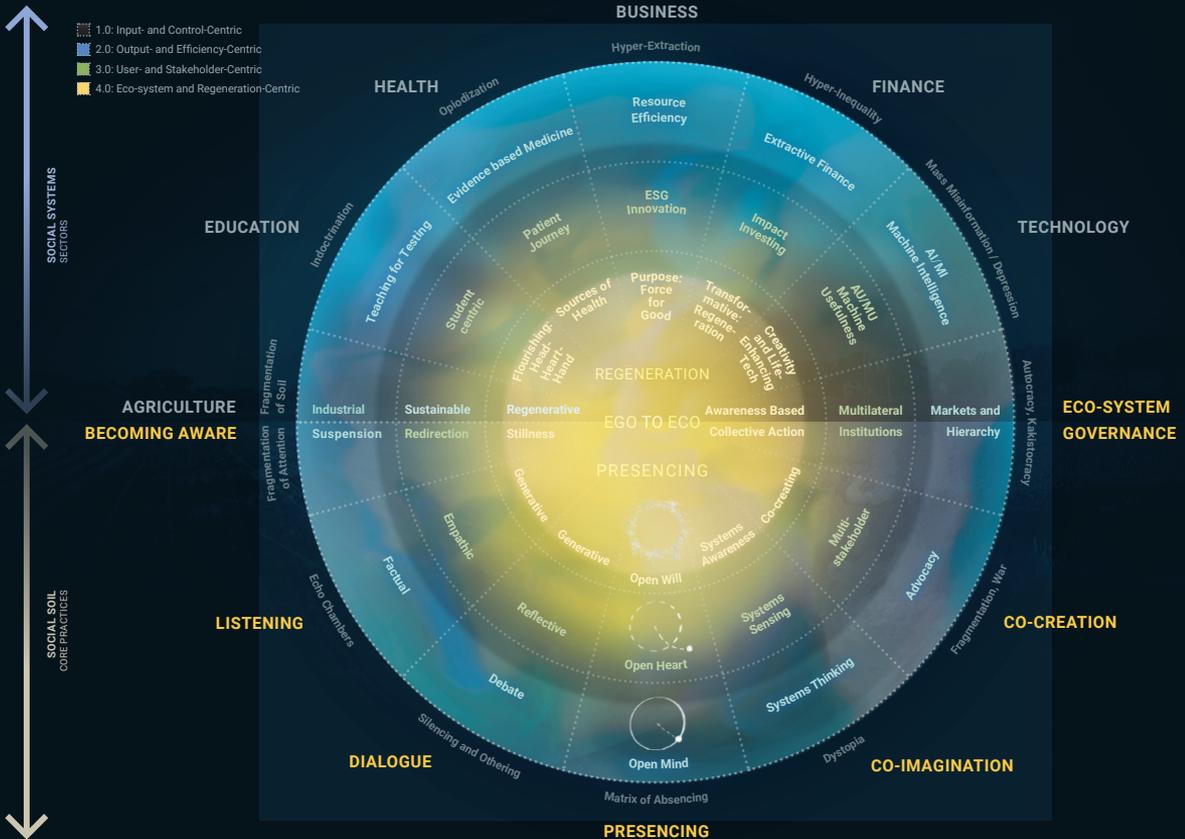
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The Evolution of Societal Sectors (Upper Half) as a Function of Updating the Operating System (Lower Half)

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The Wheel of Deep Change (Upper Half: Social Systems, Lower Half: Social Soil) as a Manifestation of an Evolving Consciousness from Ego to Eco (Four Spheres)

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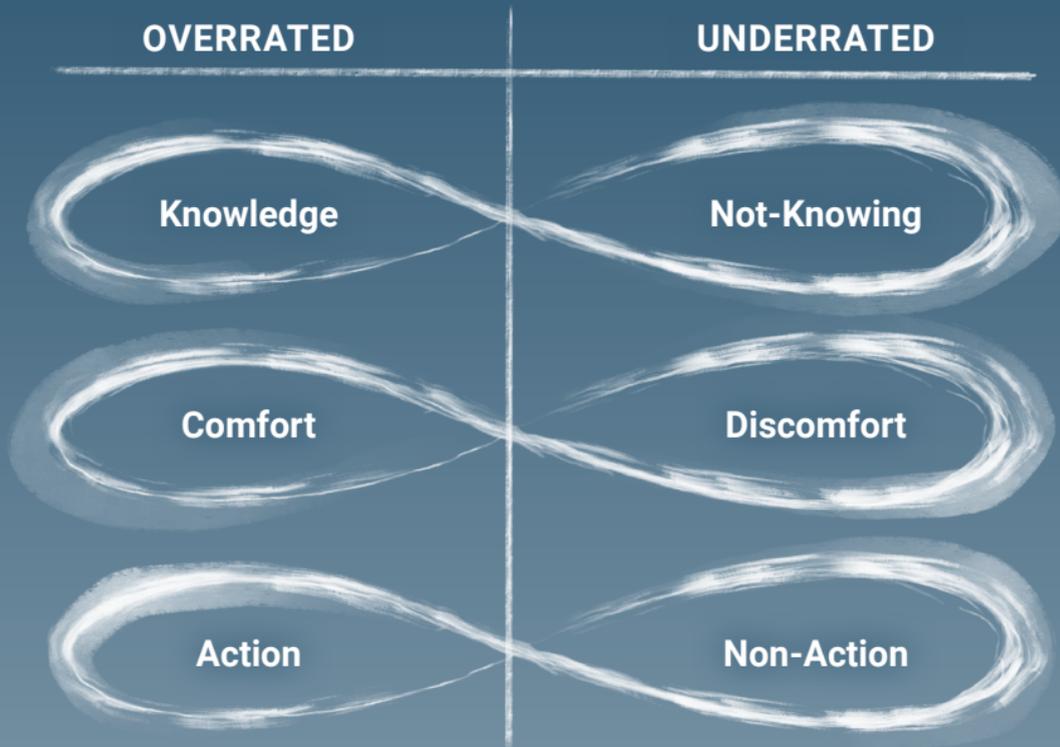
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PRESENCING INSTITUTE



Presencing Institute: U-School, U-Impact, U-Research

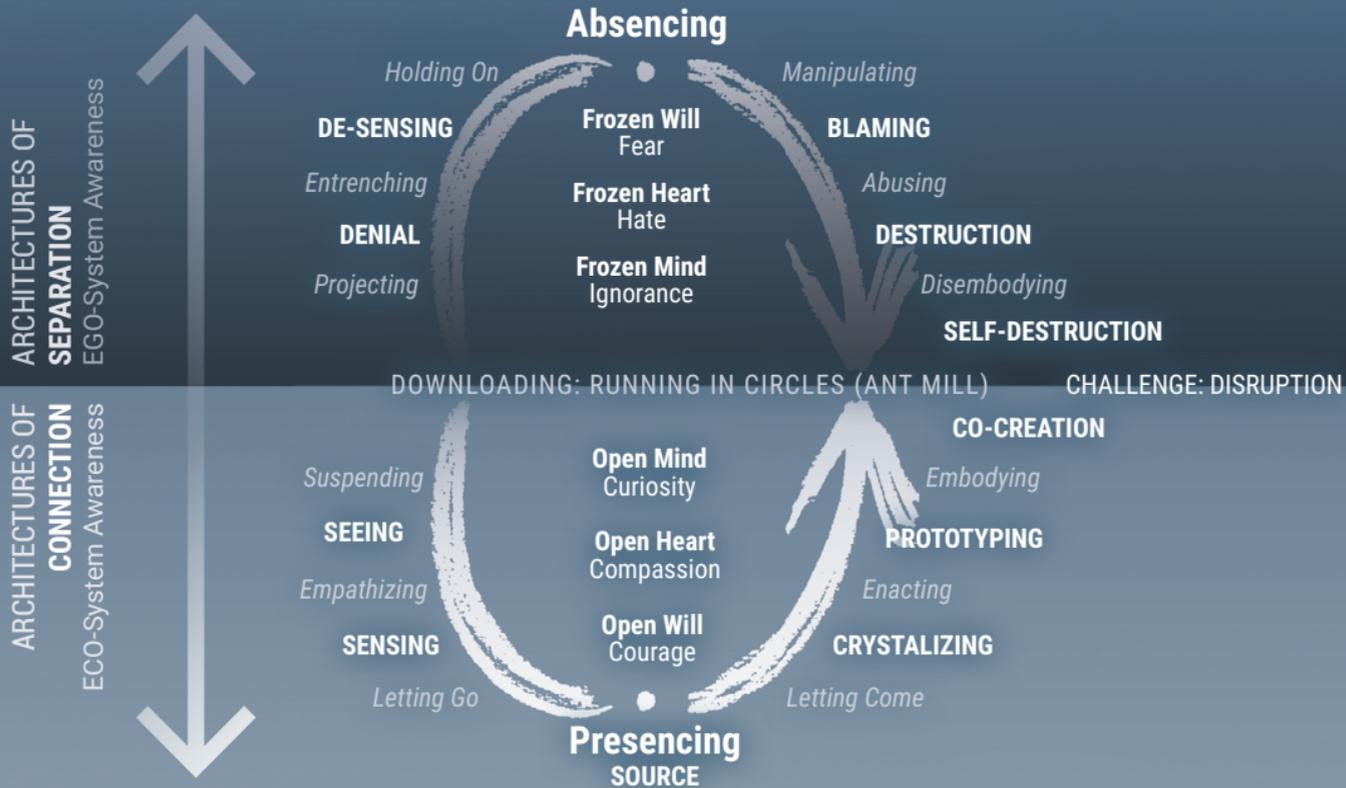
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Three Things Overrated; Three Things Underrated

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Downloading, Presencing, and Absencing: Three Modes of Responding to Disruption

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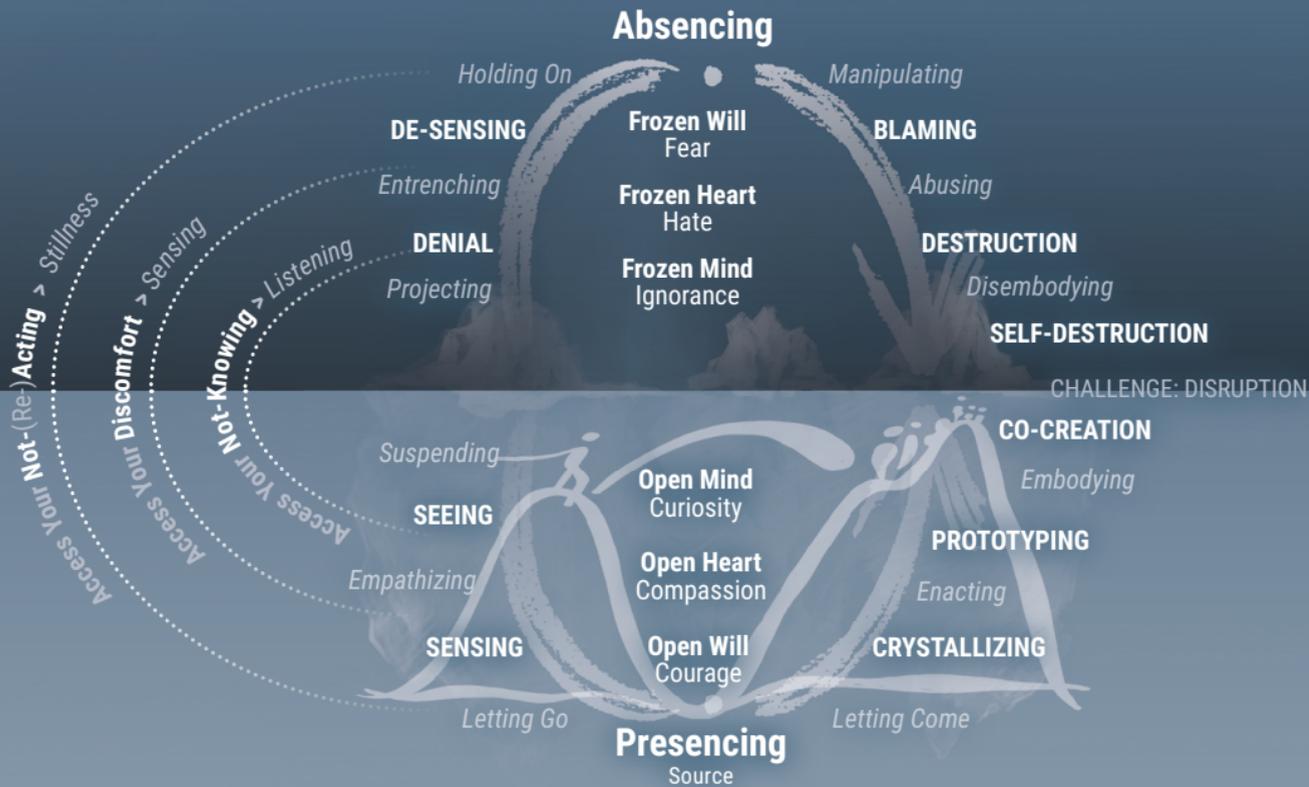
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Presencing as Balancing the Extremes of Absencing

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Three Gateways to Deeper Knowing

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LEVELS OF LISTENING

Listening 1: Downloading

From Habits

Habits of
Judgment

Listening 2: Factual

From Outside

Noticing
Differences

Listening 3: Empathic

From Within

Emotional
Connection

Listening 4: Generative

From Source

From the Future
Wanting to Emerge

Curiosity
Open Mind

Compassion
Open Heart

Courage
Open Will

**Reconfirming
Old Opinions**

**Disconfirming
(New) Data**

**Seeing through
Another Person's Eyes**

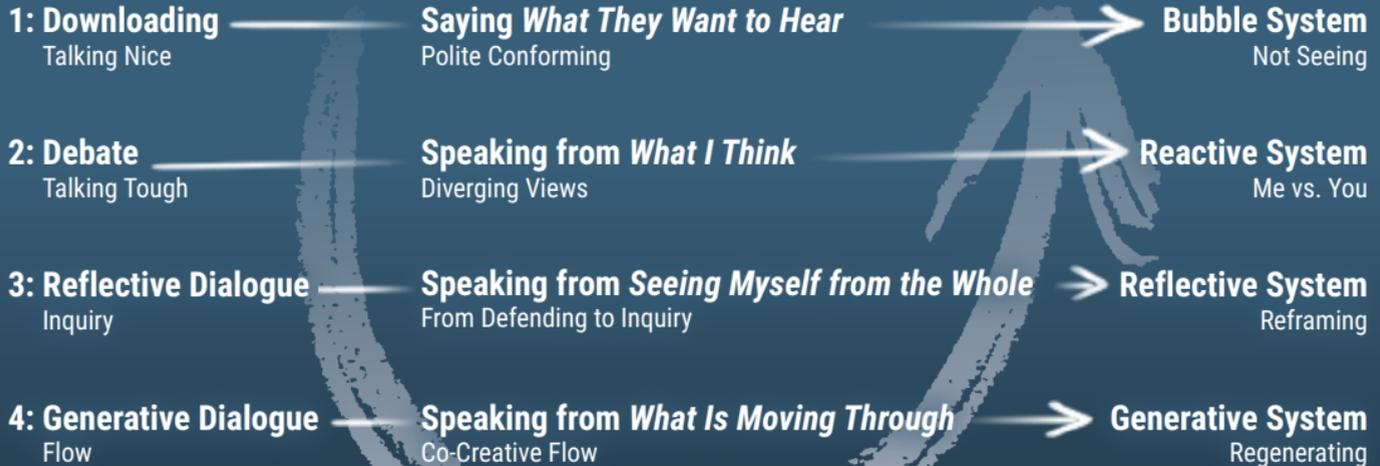
**Connecting to an
Emerging Future Whole:
Shift in Identity and Self**

Four Levels of Listening

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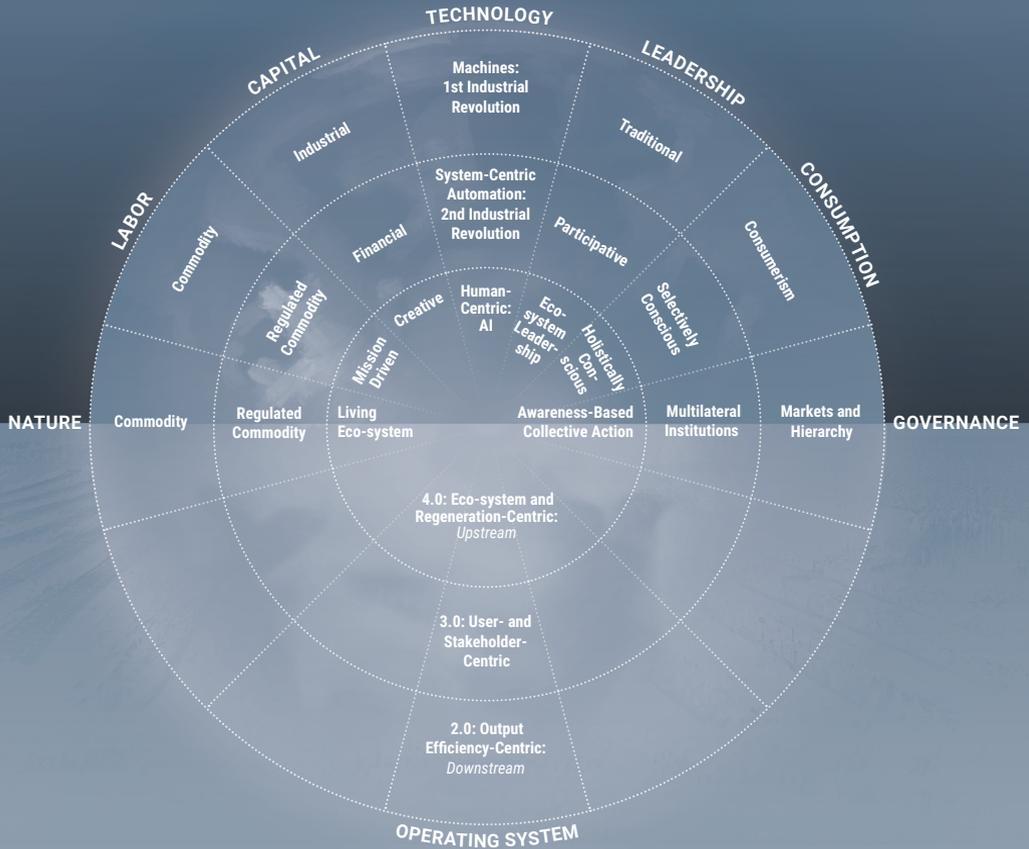
LEVELS OF CONVERSATION: FOUR FIELDS



Four Levels of Conversation

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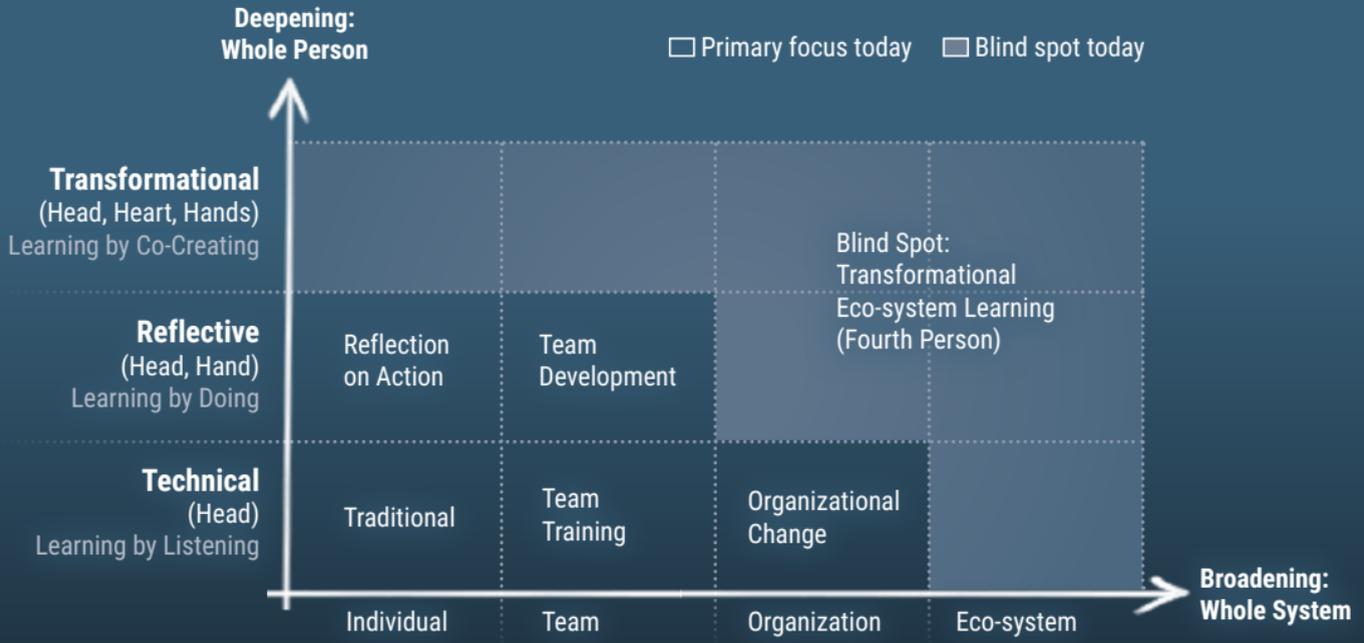
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Matrix of Economic Evolution

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MATRIX OF SYSTEMS LEADERSHIP LEARNING



The Blind Spot of Our Education Systems

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Operating Systems and Types of Knowing

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