PRESENCE AN EXPLORATION OF PROFOUND CHANGE IN PEOPLE, ORGANIZATIONS, AND SOCIETY 1ST EDITION Free

- Author: Peter M Senge
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Presence: Exploring Profound Change in People, Organisations and Society gives the reader an intimate look at the development of a new theory about change and learning. In wide-ranging conversations held over a year and a half, Senge, Scharmer, Jaworski and Flowers explore their own experiences and those of one hundred and fifty scientists and social and business entrepreneurs in an effort to explain how profound collective

change occurs. Their journey of discovery articulates a new way of seeing the world, and of understanding our part in creating it - as it is and as it might be. Presence is an intimate look at the development of a new theory about change and learning. In wide-ranging conversations held over a year and a half, organizational learning pioneers Peter Senge, C.

Otto Scharmer, Joseph Jaworski, and Betty Sue Flowers explored the nature of transformational change—how it arises, and the fresh possibilities it offers a world dangerously out of balance. Too often, the authors found, we remain stuck in old patterns of seeing and acting. By encouraging deeper levels of learning, we create an awareness of the larger whole, leading to actions that can help to shape its evolution and our future. This astonishing and completely original work goes on to define the capabilities that underlie our ability to see, sense, and realize new possibilities—in ourselves, in our institutions and organizations, and in society itself. Jun 14, Nancy rated it it was ok. The dedicated efforts of this group of writers will probably accomplish good things, but I struggled to finish this book.

A sincere, naive group of "servant leaders" collaborated to share their worldview. Sadly, too much of what is presented as fact is actually belief; group-think that was so carefully dissected and examined within the group that it clearly has substance for those involved. The approach that the writers advocate - basically for leaders to be present and connected to team members The dedicated efforts of this group of writers will probably accomplish good things, but I struggled to finish this book. The approach that the writers advocate - basically for leaders to be present and connected to team members during work sessions - has value. But, I hoped for more substantial information on the subject.

For a rational lover of non-fiction by Dawkins, Diamond and the like, reading this book caused a lot of aggravation. The basic message is maybe okay, though it does feel like a course for MBTI "S"s on how to become more of an intuitive "N". The tone is intolerably smug, and factoids that are supposed to underpin certain outlandish theories are often given without reference to any reliable source. The American-centric point of view provides ludicrous distortions, such as in the passage where the a For a rational lover of non-fiction by Dawkins, Diamond and the like, reading this book caused a lot of aggravation.

The American-centric point of view provides ludicrous distortions, such as in the passage where the authors discuss how on Sep 11, RNGs random number generators across the world started spouting non-random, correlated numbers because they sensed that humanity was suffering. As if that admittedly awful event was the greatest suffering that humanity ever knew. I'll admit "natural mystique" experiences can feel very real, but here they are presented as attempts of a volitional universe to communicate with humans. The weather also communicates with us, eg when thunder strikes, it is the universe communicating with us and blessing our meeting, etc etc. If the author of all this communication were described as a monotheistic deity, this book would be immediately dismissed. Since in this book the prime agent is described in new-agey fashion as the 'universe', some gullible people will find this inspirational indeed, one of them recommended this book to me - I'll know what to do what any future recommendations by this person.

In short, I hated it. I filed this under "drivel" and "comfort for small minds" View 1 comment. Feb 21, Niklas Eklund rated it liked it. I really like the concept of the U-theory and I found the way it was written to be very comfortable and interesting it was written as if in a constant group dialogue. However while I found it comfortable to read it was at the same time hard to grasp at point on what they were arguing about. And the constant r I really like the concept of the U-theory and I found the way it was written to be very comfortable and interesting it was written as if in a constant group dialogue. And the constant reference to the "decline of the western world for the last years" - yet they show no factual evidence that life was so freaking great years ago. There were still wars, politics, poverty and bad things happening in Confucius time, yet it was just happening at a slower pace due to slower logistics and communication channels. It might be a bit ranting, I am just very fed up with the line of arguments that glorifies the past without showing any body of evidence to back it up.

Aug 05, K. This book is for the leader who is tired of pretending the system works well and wants a purpose beyond self-promotion and profit. This work will connect you to a better part of yourself and show you a way to honour humanity and our environment. Peter Senge, C. It dares to confront everything what is not working in our This book is for the leader who is tired of pretending the system works well and wants a purpose beyond self-promotion and profit.

It dares to confront everything what is not working in our world. The book draws inspiration from a number of sources but has a distinctly eastern view. I loved the term they used for mindfulness, having "the capacity to suspend" our judgements, habitual ways of thinking and perceiving. This allows us to have our thoughts, instead of them having us. They propose that we must surrender control, begin to see the whole and the heart, and allow things to "come to us.

Living systems continually renew and re-create themselves and if we can do the same, we can meet the challenges that face us. I give this one a 4. Their U model didn't grab me because of the choice of terms but I liked the basis for it. Sep 23, Carla added it. Smart people with profound experiences think like I do. Your value is in what you contribute, not in how fast you come up with 'the solution' which you can't and really shouldn't do on your own anyway. False professional personas don't just protect you from others, they also in -My idealism isn't immature. False professional personas don't just protect you from others, they also inhibit the people you are trying to work with -and thus the potential of whatever you are working on. To do this, you have to be OK with yourself. Apr 13, Soren Molander rated it really liked it Shelves: fact-books.

First of all, the basic themes of this book are fundamentally sound. Having seen how the workplace has become ever more disconnected from many basic human values over the last 10 years, pretty much everybody realizes that something is wrong about the hows and whys we work. The book is concentrated around conversations among a group of people CEOs and consultants who want to change how many if not most companies and organizations work today. I don't work primarily to increase shareholder valu First of all, the basic themes of this book are fundamentally sound. I don't work primarily to increase shareholder value, although that is a necessary but not sufficient effect. I work because i fundamentally enjoy solving problems that may or may not benefit society as a whole, and to experince the joy of being connected.

The basic tenet that the economy must always grow and be based on constant fierce competition, have come to an end, for ecological and social reasons. So far so good and I agree that we must change organizations to empower people, and get away from our obsessive belief that

measurements and numbers will create a more efficient, and usually unhappy, workplace. However, I always get disturbed when authors use arguments from science like Quantum Mechanics and Bell's theorem, which, however well-meant, don't really bring about any clarity to the arguments why we need more connectedness to appreciate life and work. Coherence and actions at a distance in QM have very little to do with the culture of organizations, even if David Bohm and other scientists have embraced more holistic versions of physics. Having said that, i enjoyed the many examples from companies and public organizations that clearly show that we have developed a nightmarish mechanistic system where people are seen as cogs in a machine, that are weighed and measured and usually found wanton.

This goes right back to Taylorism and it's new forms in e. So, read this book, enjoy the clearly highly relevant wisdom in its messages, but take the physics metaphores cum granulo salis. You might also want to read Frederic Laloux book Reinventing Organizations, and other similar books. Feb 28, Victoria Weinstein rated it did not like it Shelves: garbage. This is a book about how white corporate dudes dip a toe into some of the most basic spiritual premises known to humanity, regurgitate it amongst themselves with huge doses of self-congratulatory back-slapping and stick a bunch of ridiculous language around it to make it sound new.

It's the worst, most unconscious white male privilege ever committed to paper. Paperback —. About Presence Presence is an intimate look at the development of a new theory about change and learning. Also by Peter M. See all books by Peter M. About Peter M. Senge Peter M. About C. Otto Scharmer C. Product Details. Inspired by Your Browsing History. Win the Heart. Mark Miller. The Rules of Victory. James Gimian and Barry Boyce. How Management Works. The Circle Way. Christina Baldwin. William A. The Fifth Discipline Fieldbook.

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