

SCiO Systems Practitioner Personal Portfolio

Name:

Competency	Skill Level	Application	Evidence
Section 1. Systems Knowledge & Skills – methods or methodologies that may be used in any conjunction, as part of a systemic inquiry into a problematic situation, and are rooted in systems thinking laws and concepts.			
Confrontation Analysis (CONAN)			
Critical System Heuristics (CSH: Ulrich/Reynolds)			
INFORMED Group Dynamics (Marguet)			
Interactive Management (Warfield & Christakis)			
Interactive planning (Ackoff)			
Mosaic Transformation (Hoverstadt), Bubble Strategy			
Multi-methodology (incl. SOSM)			
Patterns of Strategy (Hoverstadt/Loh)			
Socio-Technical Systems			
Soft Systems Methodology (SSM)			
Syntegration/Syntegrity™			
System Dynamics (Forrester)			
Viable System Model (VSM)			
Section 2. Systems Thinking Knowledge & Skills – laws and concepts that are fundamental to systems thinking practice and form the basis for systems knowledge and skills.			
Systemic thinking & systems concepts			
Systems Laws			
Transposing Theory (YoYo model)			

<p>Skill Level there are 6 levels of skill:</p> <ol style="list-style-type: none"> 0. No knowledge of approach 1. Awareness but cannot yet use the approach 2. Has used the approach with direct supervision / support 3. Has used the approach without support 4. Has supervised others in the use of the approach 5. Has trained others in the use of the approach 6. Has developed new practice in this area for others to use 	<p>Application there are 4 types of application categorised by the context in which you have used each approach:</p> <ol 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. as an external consultant, or in your own organisation, but in parts not directly managed by you D. in a multi-organisational context
<p>Evidence can include certificates from courses, references to practical applications that your peers can then ask you about.</p>	

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Section 3. Intervention Knowledge & Skills – approaches to intervening in an organisational or institutional situation, which may be used in any conjunction with systems knowledge and skills methods and methodologies.			
Action learning			
Action research			
Agile (project management)			
Appreciative Enquiry (Vickers), incl. Appreciative Inquiry 4D model (Cooperrider)			
Coaching			
Constellations (Systemic)			
Conversation mapping			
Covert operations			
Critical Social Learning Systems			
Culture mapping			
Data analysis incl. SPC, 6-sigma, statistics			
Decision structure design			
Deming			
Detecting & Managing undiscussables			
Facilitation			
Flawless Consulting			
Fractal Enterprise Model & Capabilities (Bider)			
Graphic facilitation, incl. visualisation			
Iceberg model (Meadows)			
Influencing and mediation			
Influence mapping			
Interview technique			
Listening & multiple perspectives			
Ladder of abstraction (Ikasen)			
Ladder of inference			
Large group decision approaches (Syntegration, SAST)			

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Large group engagement processes (open space, world café, Future Search etc)			
Lean & Six-Sigma			
Learning design & learning conversations			
Linear argument technique			
Listening & multiple perspectives			
Managing deflection / resistance & challenge			
Metaphors (Morgan)			
Multi-agency intervention			
Neuro-Linguistic Programming (NLP)			
Presentation design			
Productive conversations			
Public speaking			
Questionnaire design			
Scientific Theory & Evidence			
Selling systems approaches			
Stakeholder analysis			
Training design			
Transactional Analysis (TA)			
Trust mapping & metrics			
Values mapping and integration			
Vanguard Method (Seddon)			
Verbal Behaviours (Rackham)			
Workshop design			

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