

SOCIAL KATA (SKILLS) FOR NEW ECONOMY / NEXT STAGE ORGANISATIONS

Ways of thinking:

- Both-And Thinking
- Open Living Systems Thinking
- Contextual Thinking
- Design Thinking
- 'Not-knowing' Humility / Vulnerability (Humble Enquiry)
- Invitation-based Leadership
- Power-With / Within
- Holistic Thinking
- Emergent Thinking
- TWI: Training Within Industry principles
- RenDanHeyi (Quantum Management)

Skills

- Healing & Opening Space Skills
- Interpersonal Skills (empathy, putting oneself in others' shoes)
- Deep Listening Skills / Dialogue
- Relational (or Connectivity) Skills / Collaboration Skills
- Meta-Communication Skills
- Unlearning Skills (Learning to unlearn old paradigm habits)
- Recurrence Prevention Problem-solving Skills (A3-PDCA)
- Embodied Learning Skills (Social Presencing)
- Futures Literacy (unmasking questions about present)
- Perspective Coordination / Integration Skills
- Open Space Hosting / Facilitation Skills
- Reimagining, Co-creation and Reinvention Skills
- Diversity / Complexity Skills
- Team Self-organising Skills
- Collective Reflection Skills

Techniques:

- Critical Thinking (generative questions)
- Continuous Learning & Development
- Intelligence (Rational, Emotional, Adaptive, Visioning, Diplomatic, Spiritual)
- Holding Space (creating safe containers)
- Picture Forming
- Consent Decision-making (incl. consent Elections)
- SOLE (peer-based learning) [Self-Organised Learning Environments]
- Iterating / Prototyping
- Value Flow Mapping
- Failure Demand / Waste Reduction
- Large-scale Open Conversation Enabling Skills (rich interconnectivity)

There are many more VUCA skills, but the ones above are ones that cannot be learned in isolation, they have to be practiced in groups (communities of practice), hence 'Social Kata' skills; to a large degree they are not taught as part of our education system and only occasionally within organisations. Consequently, in terms of a paradigm shift towards a self-organising new economy (involving all people as required by VUCA, not just some selected "leaders"), they represent our educational deficiency and skills deficit, which urgently needs to be addressed in one way or another in our current crises.