

## SOCIAL KATA (SKILLS) FOR NEW ECONOMY & FACILITATIVE LEADERSHIP

### Ways of thinking:

- Both-And Thinking
- Living Systems Thinking
- Contextual Thinking
- Design Thinking
- ‘Not-knowing’ Humility / Vulnerability (Humble Enquiry)
- Invitation-based Leadership

### Skills

- Interpersonal Skills (empathy, putting oneself in others’ shoes)
- Deep Listening Skills / Dialogue
- Relational (or Connectivity) Skills (Imago)
- Meta-communication Skills
- Unlearning Skills (Learning to unlearn old paradigm habits)
- Collaborative Recurrence Prevention Problem-solving Skills (A3-PDCA)
- Embodied Learning Skills (Social Presencing)
- Reinvention Skills
- Diversity / Complexity Skills
- Team Self-organising Skills
- Collective Reflection Skills

### Techniques:

- Picture Forming
- Perspective Coordination / Integration
- Consent Decision-making
- Consent-based 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 those that one 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 / purple world (involving all people as required by VUCA, not just some selected “leaders”), they represent our educational deficiency and skills deficit, which needs to be addressed in one way or another.