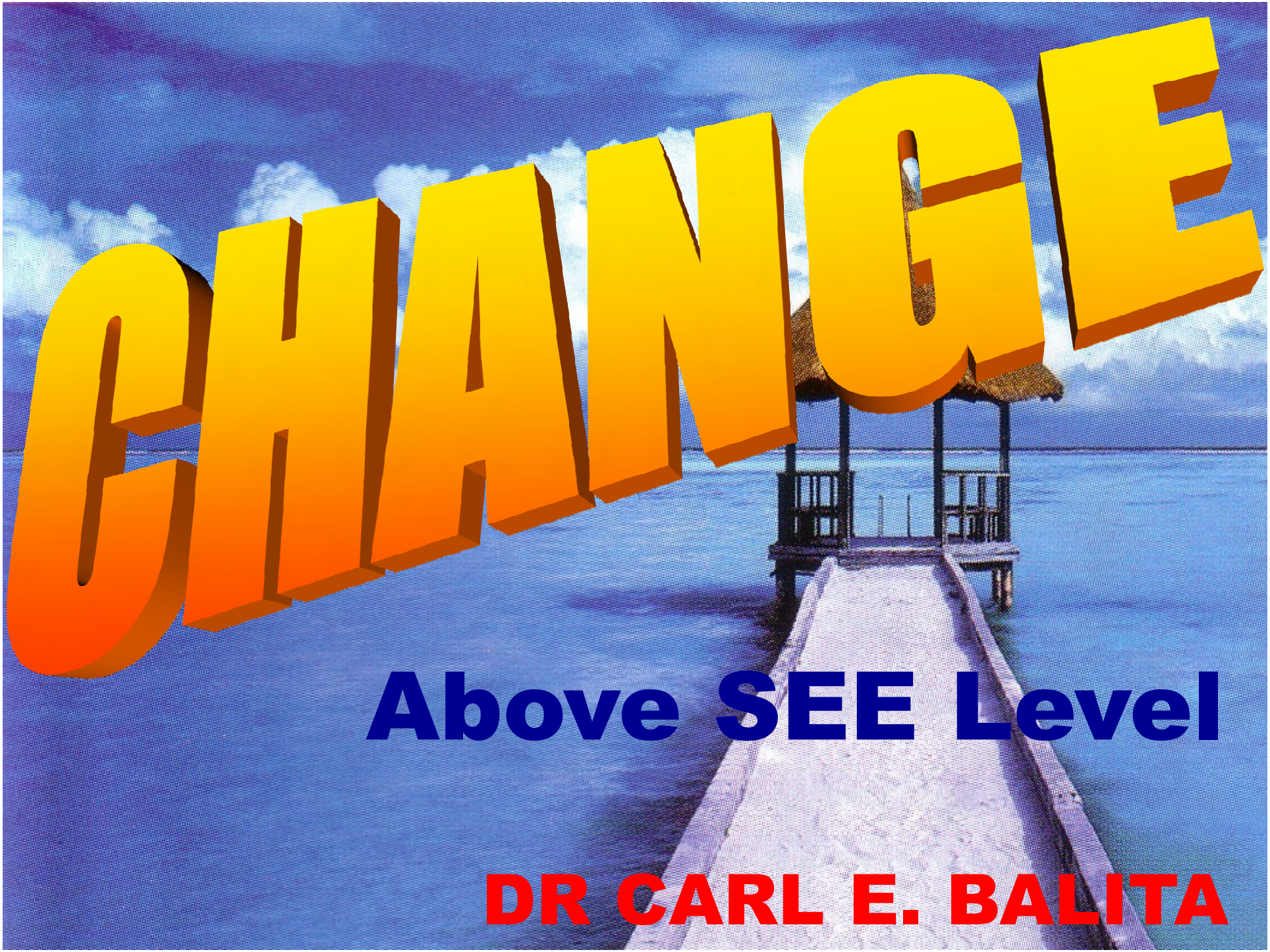
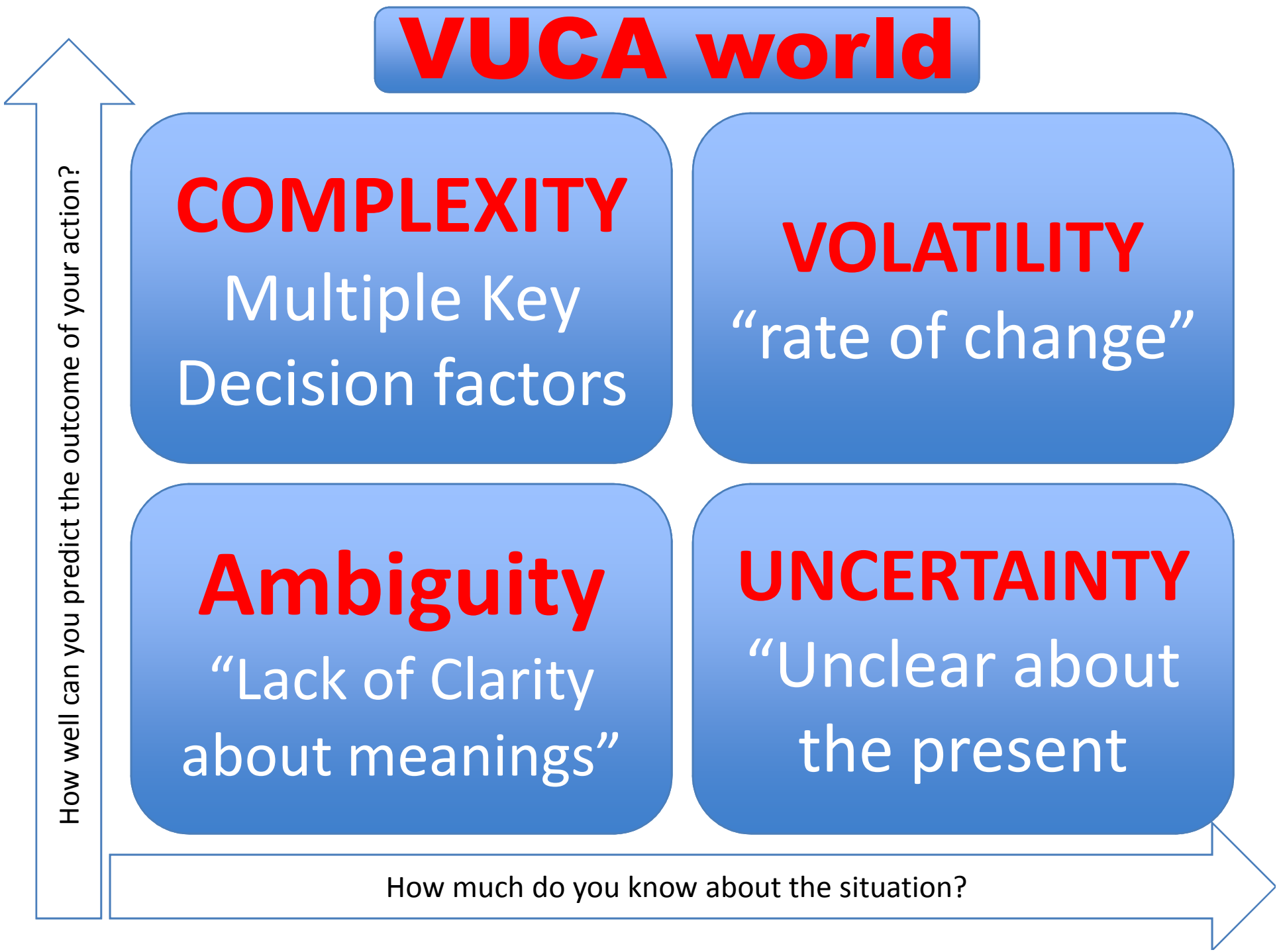

CHANGE
Above SEE Level
DR CARL E. BALITA


VUCA world
COMPLEXITY
Multiple Key Decision factors
VOLATILITY
"rate of change"
Ambiguity
"Lack of Clarity about meanings"
UNCERTAINTY
"Unclear about the present
How well can you predict the outcome of your action?
How much do you know about the situation?

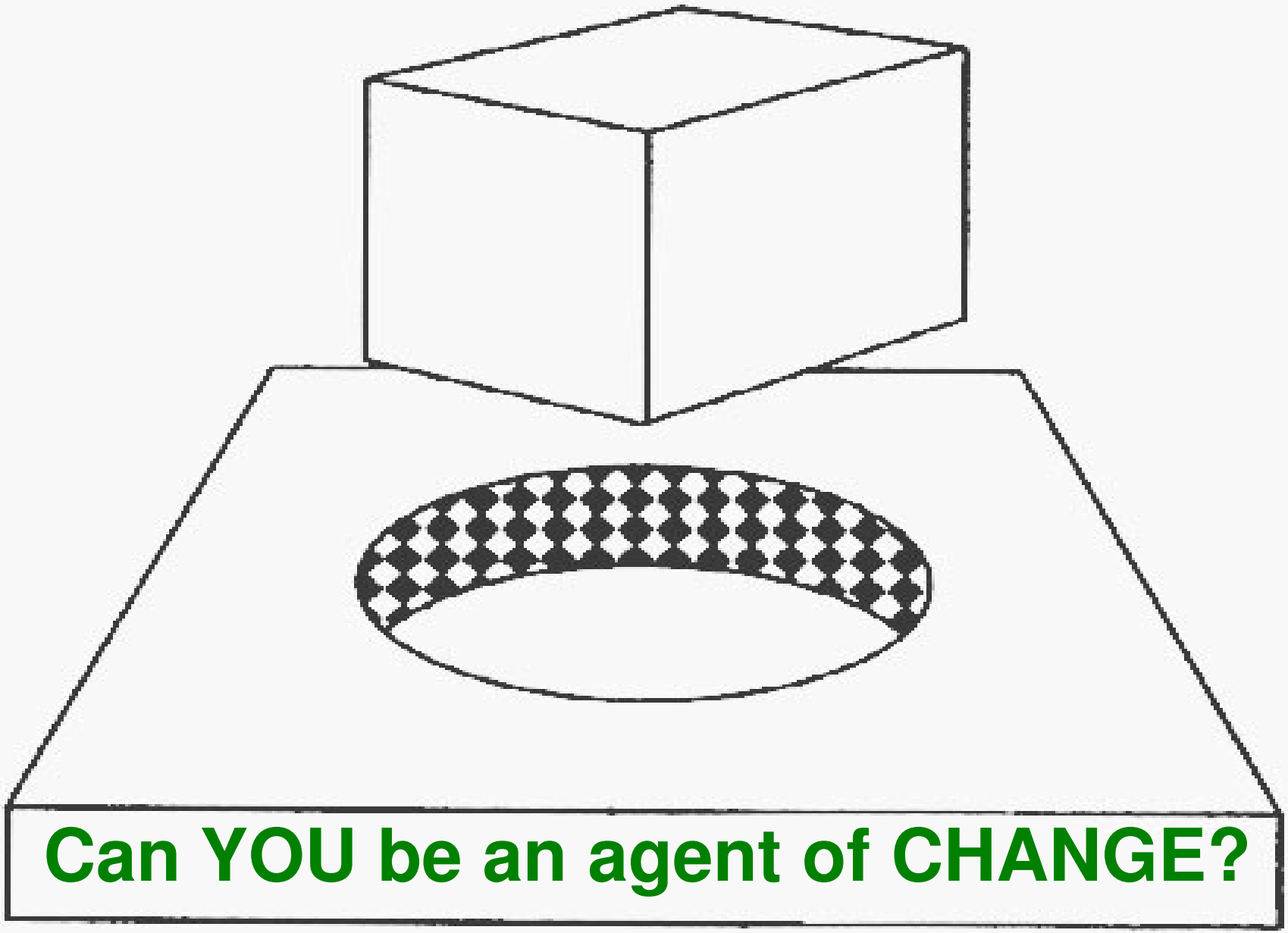
CHANGE

By: Dr. Carl E. Balita

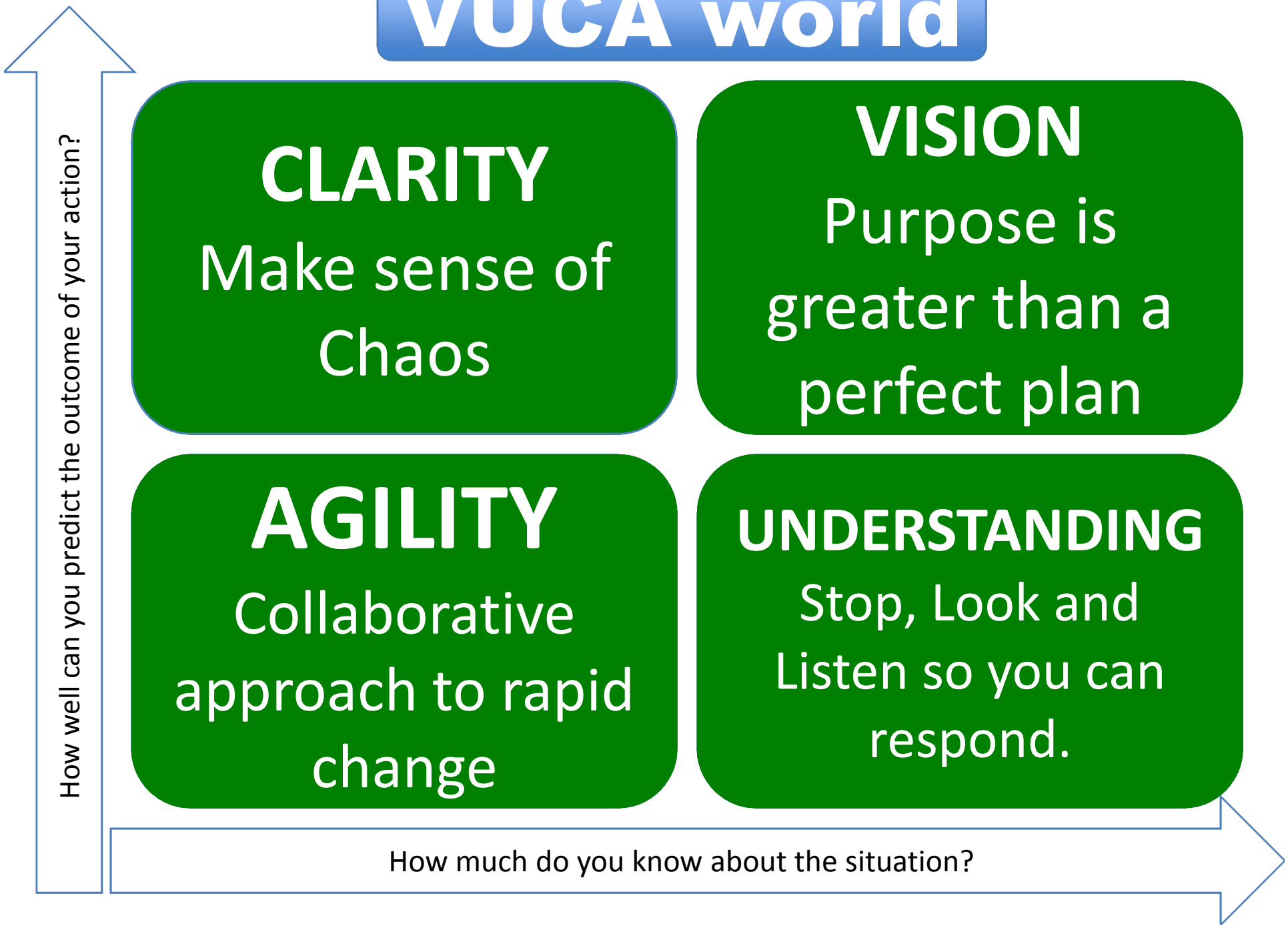
REVOLUTION

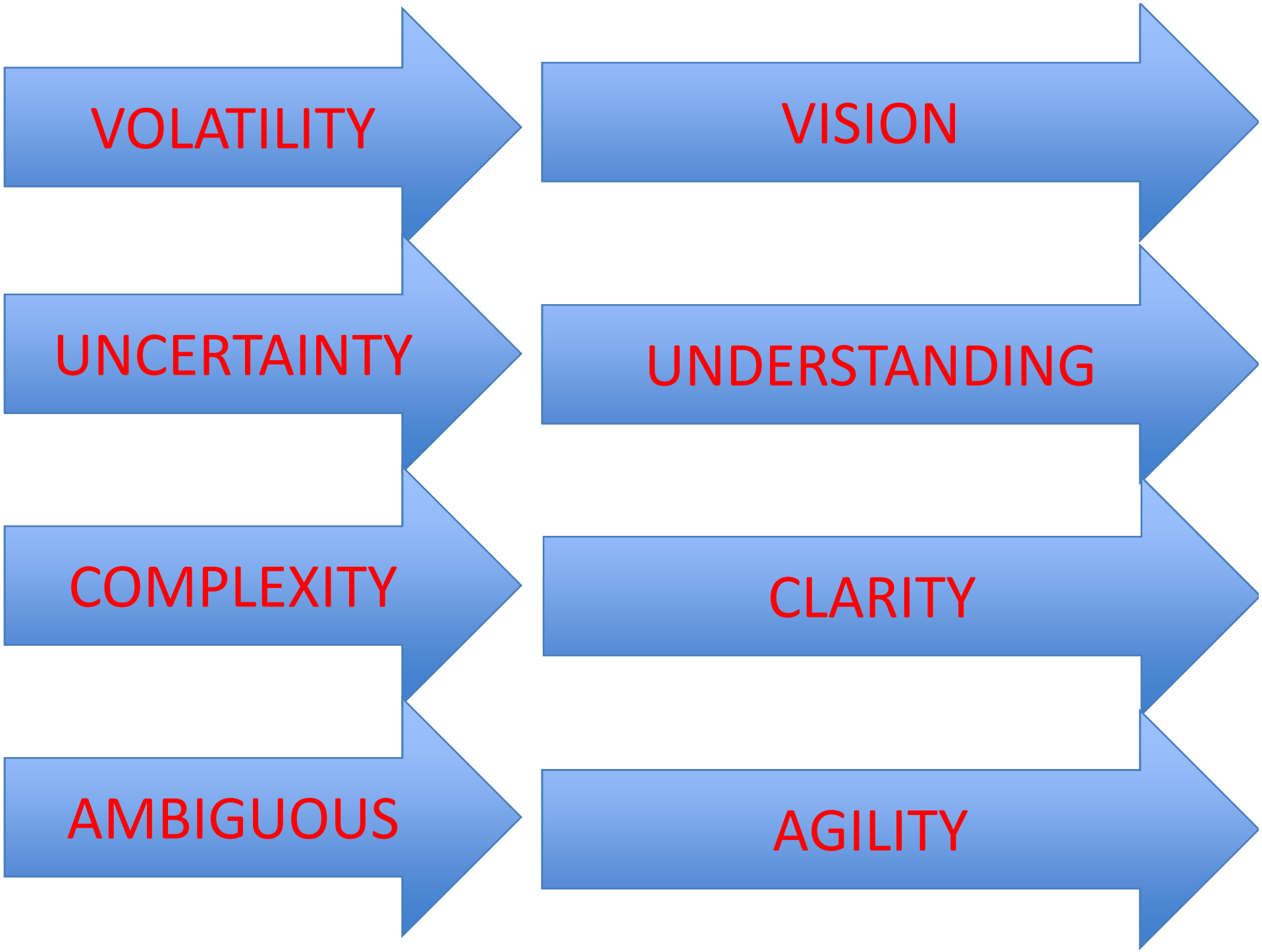
EVOLUTION

TRANSFORMATION


Can YOU be an agent of CHANGE?

VUCA world


How well can you predict the outcome of your action?
CLARITY
Make sense of Chaos
VISION
Purpose is greater than a perfect plan
AGILITY
Collaborative approach to rapid change
UNDERSTANDING
Stop, Look and Listen so you can respond.
How much do you know about the situation?


VOLATILITY
VISION
UNCERTAINTY
UNDERSTANDING
COMPLEXITY
CLARITY
AMBIGUOUS
AGILITY

Learning to LEARN

By: Dr. Carl E. Balita

Unconscious Incompetence

Conscious Incompetence

Conscious Competence

Unconscious Competence

By: Dr. Carl E. Balita

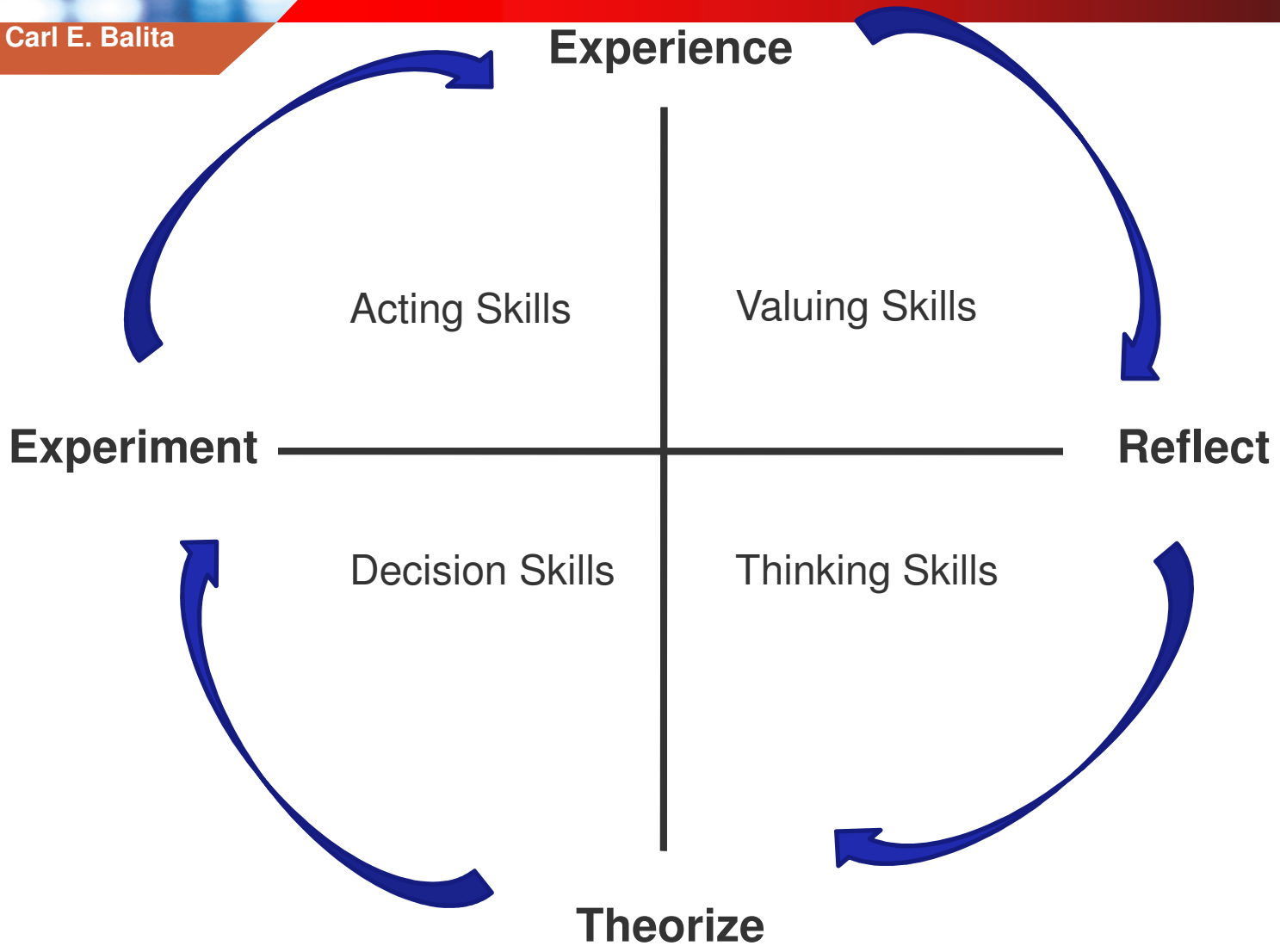
Unconscious Incompetence

Conscious Incompetence

Conscious Competence

Unconscious Competence

By: Dr. Carl E. Balita



Adult Learning Framework

APPRECIATIVE INQUIRY



Trying to FIX what does not work

APPRECIATIVE INQUIRY



Problem Solving Approach

AI Philosophy

By: Dr. Carl E. Balita

- There is something that WORKS.
- What we focus on becomes our REALITY.

AI Philosophy

By: Dr. Carl E. Balita

- Reality is created in the MOMENT.
- The LANGUAGE we use CREATES our REALITY.

AI Philosophy

By: Dr. Carl E. Balita

- The act of ASKING question influences the group

AI Philosophy

By: Dr. Carl E. Balita

- People have more confidence and comfort to journey to the future when they **carry forward part of the past**
- If we carry the part of the past forward, they should be what is **the best about the past.**

AI APPROACH

By: Dr. Carl E. Balita

- Careful use of language as building blocks of social reality

AI APPROACH

By: Dr. Carl E. Balita

- Questions are asked to strengthen the system's capacity to identify, anticipate and heighten POSITIVE potentials
- The purpose is to FIND the BEST moments, events, and stories.

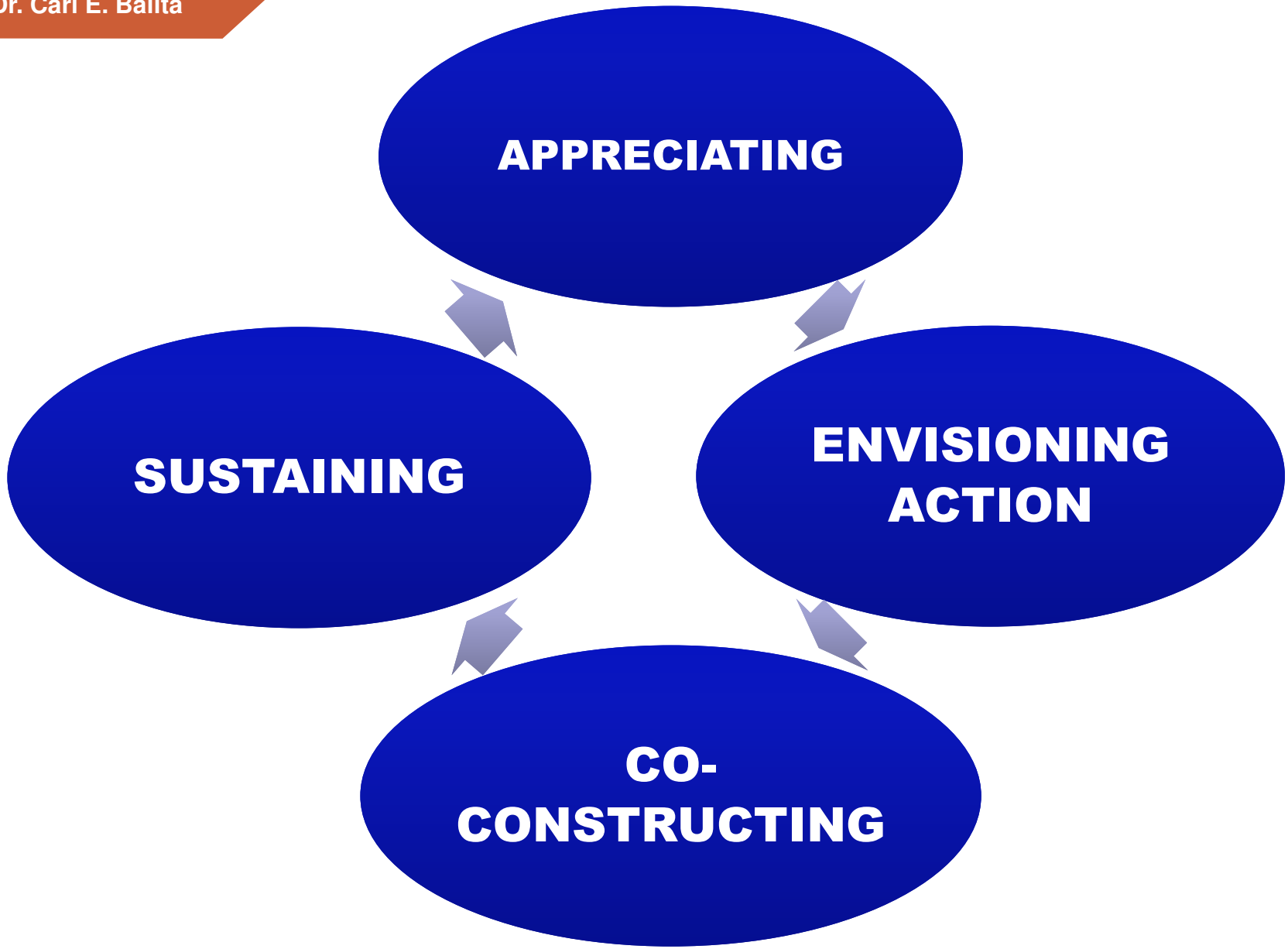
APPRECIATIVE INQUIRY

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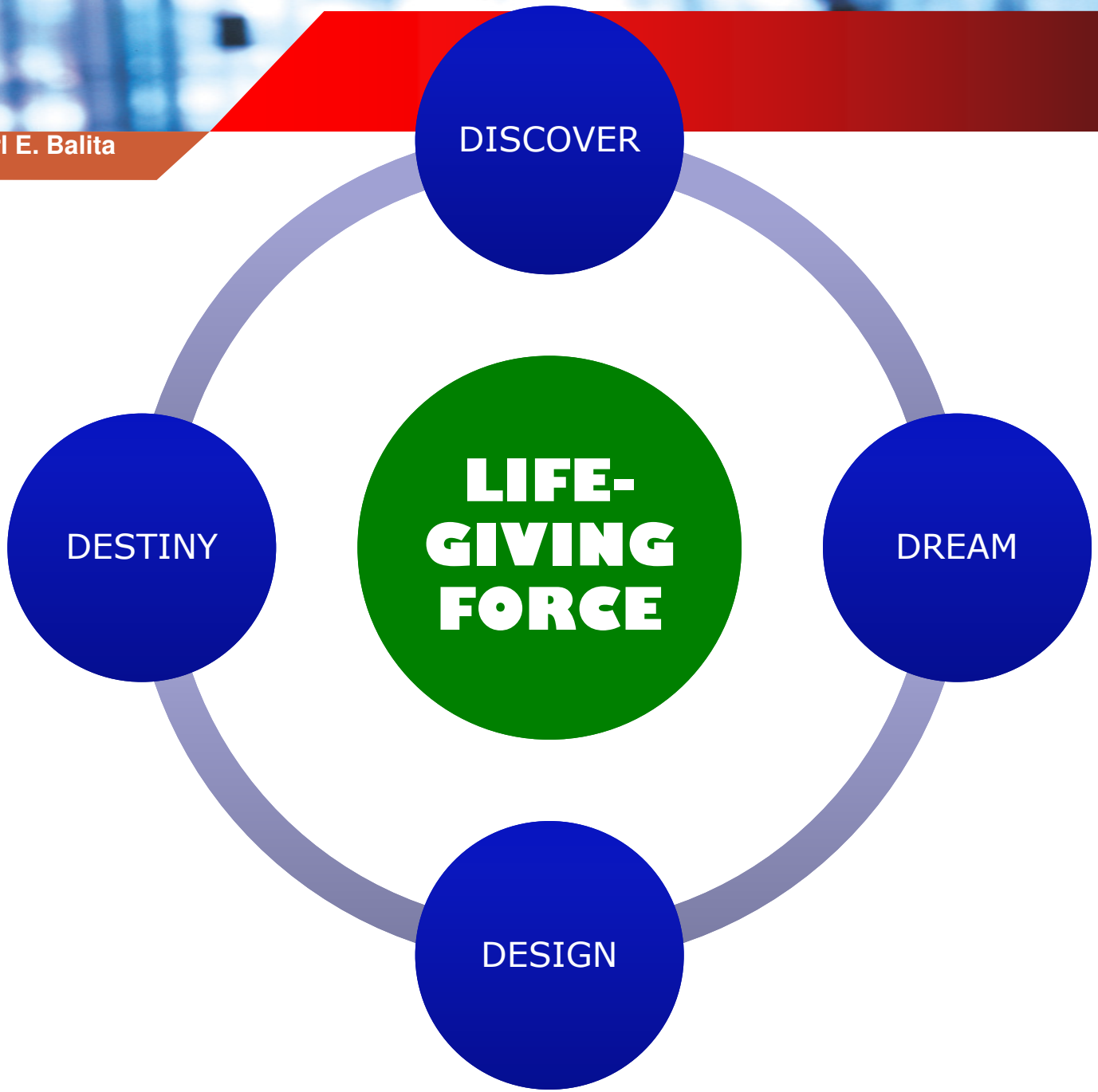


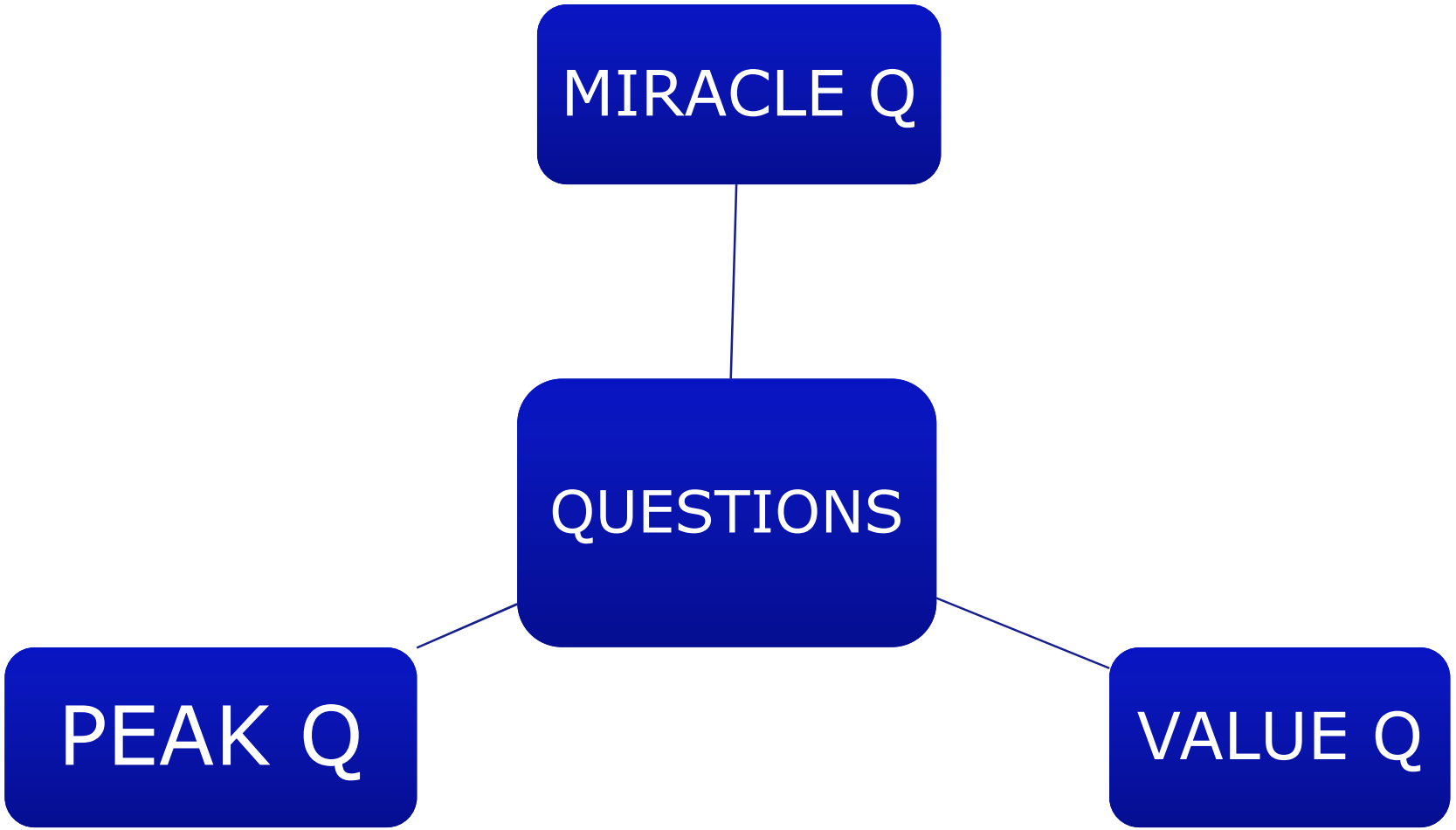
APPRECIATIVE INQUIRY

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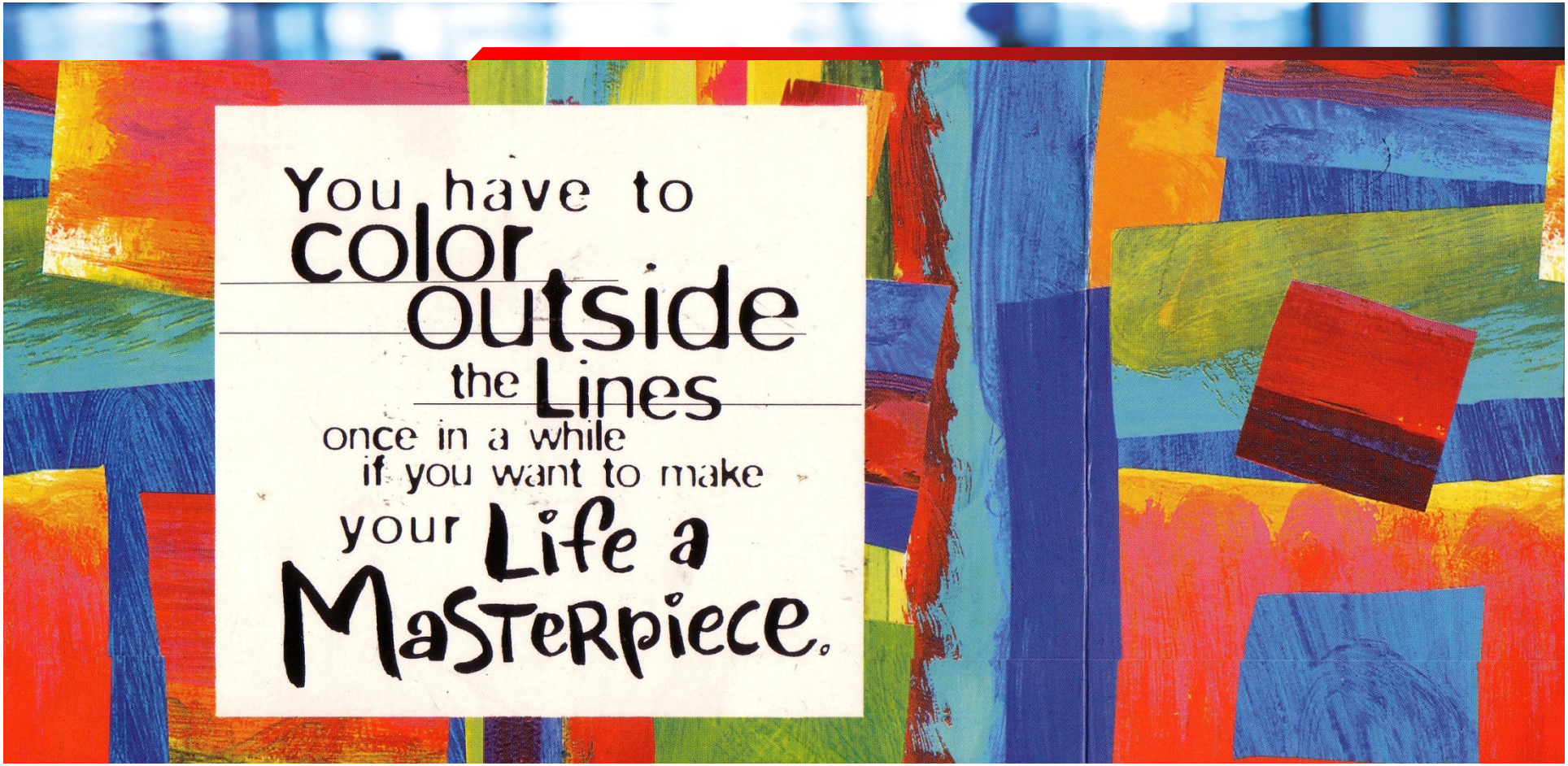


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MIRACLE Q
QUESTIONS
PEAK Q
VALUE Q


BE THE
OUTSTANDING



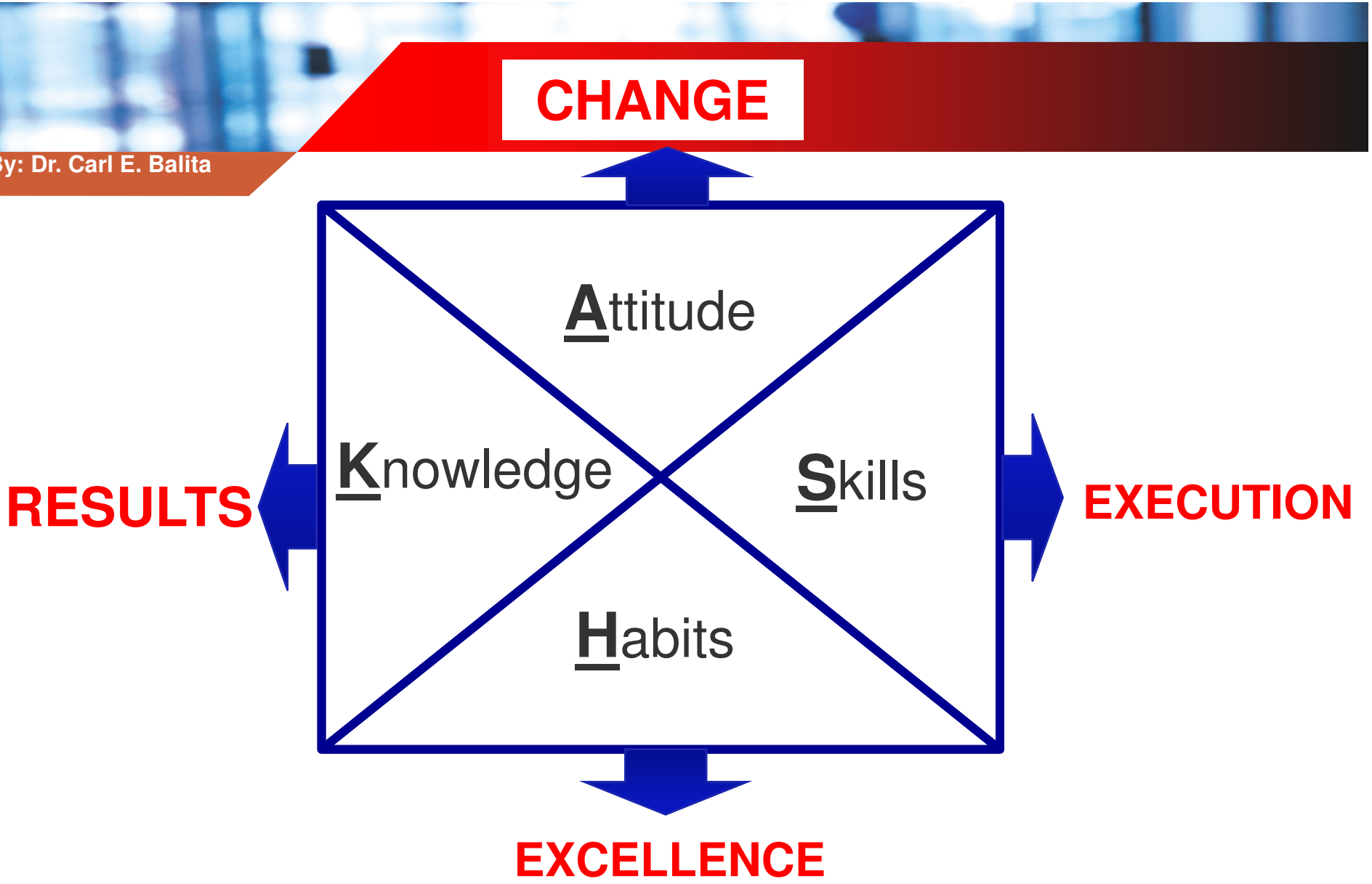
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KASH Outcome Framework by Dr Carl Balita