
Pembroke Organisation Development - Whole Systems Thinking in Business

What's our take on organisational development? Whole systems thinking has been at the heart of our work for nearly two decades, initially as an intuitive response to what we felt was right, and now as a deeply embedded principle that underpins pretty much everything that we do. The keys to effective organisational development don't seem to be as complicated as some practitioners would have their clients believe and we caution against the use of too many models, grids and theories, to focus instead on noticing, thinking and reflection as the foundation for lasting organisational development. To paraphrase the words of Harrison Owen, originator of Open Space Technology 'I don't give a fig for the simplicity this side of complexity, and would give the world for the simplicity that lies on the other side'. Big picture, long term vision ideas of the future are our start point for organisational development, allowing us to work from the outside in at the same time as working inside-out with delegates, managers and directors. Our approach starts with listening, looking, asking, understanding and checking. Only when we know that we have a reasonably accurate picture of the challenges our clients are facing in their organisation and their lives will we commence the co-design of inquiries, interventions and objectives. Co-design leads to understanding of issues, opportunities and potential benefits. Pembroke clients have experienced dramatic results - up to 2000% performance improvement and millions of pounds of savings as a result of our work. Call us on 01437 720879, if you'd like to discuss how to do this for your organisation.