

# Manager des globalen Wandels: *Change Agents in nachhaltiger Mission*

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# Outline

1. Mainstreaming global change management
2. The role of change agents
3. Key skills



# Managing change

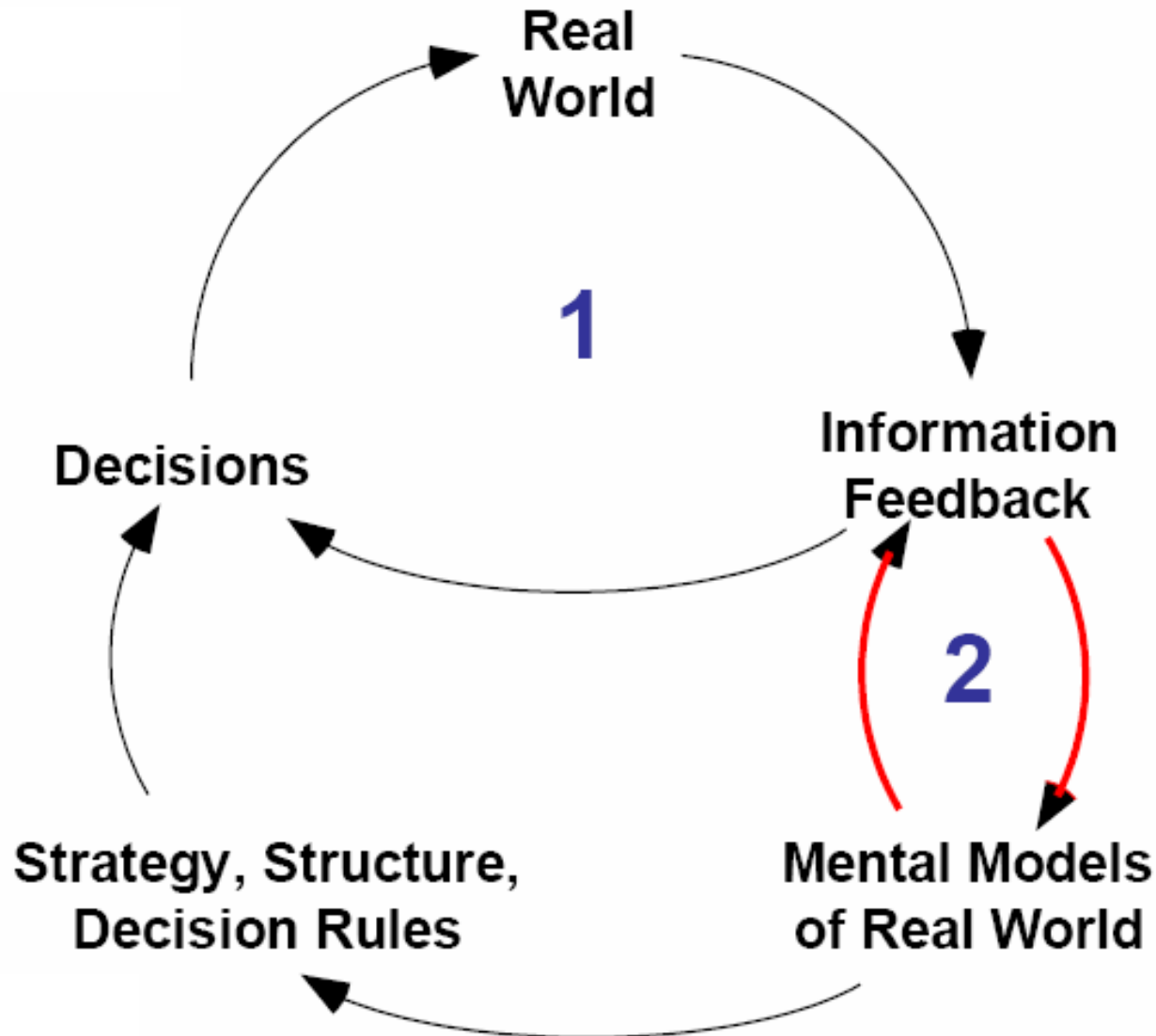
- Change is accelerating
- Mainly anthropogenic drivers
- Complexity is growing
- Unanticipated side effects of human action

# Mainstreaming

- The main *change management* challenge
  - Global change as a cross-sectoral issue in all policy arenas
  - An issue on different levels ranging from local to global

How can we learn in and about  
complex systems?

# Revising our mental models

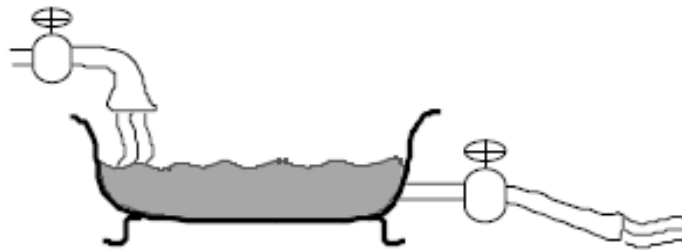


# The role of change agents

- Reflect on relationships between the organisation and its environment
- Knowledge distribution
- Build alliances
- Develop innovative strategies
- To foster learning in organisations

# Key skills: Systems thinking

- Understanding stocks and flows
- Feedback loops
- Non-linear behaviour of complex systems





# Communication skills

- Discussion and dialogue
- Menschenkenntnis
- Methodological aspects
- Practice; learning by doing: providing safe spaces for practicing dialogues





Vielen Dank!