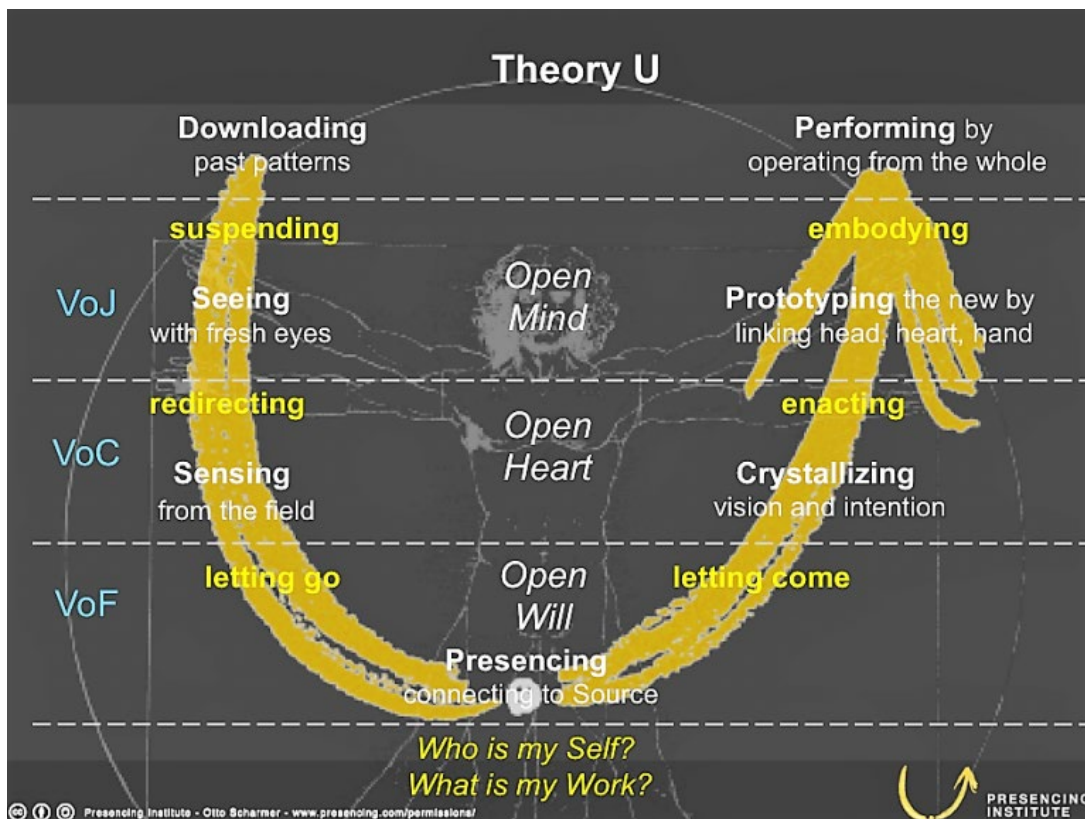


Online Course Sustainability & Awareness-Based Leadership: Introduction to Theory U



Experience and learn to apply Theory U

Action researcher C. Otto Scharmer, who researches and teaches at the Massachusetts Institute of Technology (MIT), uses "Theory U" to describe a forward-looking way of implementing change. The core of the theory is the realization that the effectiveness of one's actions depends on one's inner attitude and the ability to orient oneself to the future.

With this experiential learning course we invite you to learn with all your senses and to experience the effects of the methods and practices of Theory U.

Objectives of the course:

- Introduction to the essentials of Theory U

How to transform a a system:

"You can't lead systems transformation unless you sense and actualize the future as it emerges. Leadership from a systems view is to help a system to sense a future potential. Actualize means stepping forward into an emerging possibility. The leadership capacity of stepping into

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the unknown is even more critical as we as a community face disruption. The capacity to letting go of the past and to letting come new possibilities is what the deeper territory of leadership is about."

Otto Scharmer

- You will find out how to apply Theory U hands-on in your project or challenge.
- You will develop your leadership skills for innovation, collaboration and co-creation with multiple stakeholders.
- You will learn about leadership from a systems point of view.
- To get the most out of the course, you might want to work on a current and concrete project or challenge in which you have a leadership role.

What you can expect:

You will get to know the framework and a variety of methods of Theory U and perceive through your own experience the powerful effectiveness that unfolds, for example through journaling, transformative listening, 3 D Mapping, empathy walks, embodiment practices such as the Social Presencing Theater, creative dialogues and co-creative design.

Together we'll explore the question: "How can we act from the emerging future and how do we activate the deeper, creative layers of the social field?"

The highest possible future potential of all of us achieves a much greater unfolding when we embark on this journey together, experiencing resonance and encouragement, and opening and holding spaces where everyone is allowed to be who they are and we empower each other to grow.

On the course days we practice pausing together to perceive and experience the connection with ourselves, the earth and the social field.

Together we want to...

- recognize and discard old patterns,
- clarify your own deeper intentions,
- become quiet and listen within,
- connect with the highest (collective) potential of the future and co-creatively develop something new.

We look forward to you and this journey together!

Antje Schwarze and Sylvia Kaldenbach

Course facilitators



Sylvia Kaldenbach, MBA

is a leadership coach and facilitator for personal, organizational and awareness based systems transformation.

Antje Schwarze, M. A.

is a consultant, process facilitator and systemic coach.

They are both certified Theory U and Social Presencing Theater Advanced Practitioners. Since 2020 they co-host the DACH Hub (german speaking community). The hub accompanies the course u-lab 1.0x of Presencing Institute / MIT for Awareness Based Systems Transformation. www.theory-u.de

Antje and Sylvia are co-founders of [CoCreatingFuture \(CCF\)](http://CoCreatingFuture.com).

CCF accompanies transformation processes with the application of Theory U. The support includes systemic consulting and different facilitation approaches that have been developed specifically for dealing with complex situations.

CCF supports individuals, teams and large groups in companies, NGO's, networks and social & socio-political initiatives.

CCF empowers people, organizations and initiatives to develop and implement their own courses of action in order to meet the social and ecological challenges and to shape a better future.

CCF designs regenerative social spaces, in which people open up, consciously perceive themselves and the world, connect with their intention and try out new paths with confidence and courage.

Antje Schwarze, M.A.

Cologne, Germany

Consulting, Generative Process Facilitation, Systemic Coaching, Ecosystem Activation

AntjeSchwarze@cocreatingfuture.de

Antje Schwarze has a Magister Artium degree of social anthropology, political sciences and geography at the University of Cologne.

Advanced Training:

Systemic Consulting for organizations, teams and individuals and in Mindfulness-Based Systemic Coaching.

Theory U – Foundation program, Social Presencing Theater Advanced practitioner by the Presencing Institute

Facilitation practices: Art of Hosting, Liberating Structures, Open Space, World Café

15 years professional experience

- intersectoral professional work experience in education, social services and public service and small scale business.
- consulting and process facilitation for various clients (municipalities, NGO networks, NGOs and small scale business).
- conception and facilitation of lively conferences, workshops and trainings (live, online and hybrid) from 5-500 participants.

For politics and administration, she has developed recommendations for action on various social issues on the basis of qualitative surveys and workshops with those affected.

In municipalities, civil society organizations and social services, she supports executives on current municipal topics such as mobility, climate protection, inclusion through multistakeholder dialogue and citizen participation processes.

She designs the methodological framework and processes by combining methodological competencies of systemic consulting and facilitation and the knowledge of the requirements and logics of action from the respective organizational and ecosystem context. Along with systems thinking tools, she uses embodied practices that situate the understanding of systems within the body, revealing both individual intuitive wisdom and collective dynamics of complex situations.

She supports by identifying the right participants, taking into account all relevant framework conditions. Addressing "silent" target groups (youth, minorities etc.) through creative addressing, activating and appreciative surveys, low-threshold addressing (f.e. storytelling salon) (also online) is one of her expertise.

Since 2019 she is a Hub Host in various hosting teams for the Massive Open Online Course (MOOC) u.lab 1x. 'Leading from the emerging Future' of Presencing Institute

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(MIT) in presence. (<https://www.presencing.org/u-lab-1x>). Since 2020 she is part of u.lab DACH Hub (german speaking community) accompanied the u.lab 1.x the u.lab 2.x (<https://theory-u.de>) with sessions online in german language.

She ist co-founders of CoCreatingFuture (CCF). CCF accompanies transformation processes with the application of Theory U. The support includes systemic consulting and different facilitation approaches. CCF supports individuals, teams and large groups in companies, NGOs, networks and social & socio-political initiatives.

Publications:

2017: Akademie für die Ländlichen Räume Schleswig-Holsteins e.V. (Hrsg.): „Neue Nachbarn – Zusammenleben im ländlichen Raum“. Expertise zu den Chancen und Handlungsansätzen für eine erfolgreiche Integration von Neueinwanderern in die ländlichen Räume Schleswig-Holsteins. Kiel. [Download:](#)

2015: Institut für Demokratie- und Partizipationsforschung (Forschungsstelle Bürgerbeteiligung, Bergische Universität Wuppertal (Hrsg.): ‚Freibad(en) in Wetzlar‘ – Bürgerbeteiligung zum Freibad Domblick. Bürgergutachten [Download:](#)

2014: Junge, Fabian; Schwarze, Antje: Mehr verstehen, besser zusammenleben. Sprach- und Integrationsmittler sorgen für Qualität in der interkulturellen Kommunikation im Alltag der Institutionen. Sozial Extra, (DOI) 10.1007/s12054-014-0132-8.

2006: Schwarze, Antje: Kommunale Ansätze zur Förderung des bürgerschaftlichen Engagements von Migranten in der Kommune, Forum Wohneigentum Zeitschrift für Wohneigentum in der Stadtentwicklung und Immobilien- wirtschaft, Verbandsorgan des vhw e.V., 9. Jg. Heft 3, Berlin.

2005: Schmidt-Behlau, Beate; Schwarze, Antje (Hg.): Im Dialog zum Miteinander. Ein Leitfaden für Dialogbegegnungen mit Muslimen in der Erwachsenenbildung, IPE 49, IIZ/DVV Bonn. Download: http://www.iiz-dvv.de/files/ipe_49.pdf

2002: Redenschreiben für den Bundeskanzler: Formulieren, Koordinieren und Beraten, In: Korte, K.-R. (Hrsg.), „Das Wort hat der Herr Bundeskanzler. Eine Analyse der großen Regierungserklärungen“, Westdeutscher Verlag, Wiesbaden, S. 33-55.

Sylvia Kaldenbach, MBA

Eupen, Belgium

SylviaKaldenbach@cocreatingfuture.de

Sylvia puts people in touch with their inner wisdom with conscious and embodied mindfulness and fosters a systemic sense of transformational power. She stimulates innovative and socially intelligent leadership for the activation of a dynamic joy of experimentation in new endeavors.

Entrepreneur

YouLead Coaching & Consulting International, Eupen, Belgium

2015 – Founder <https://www.youlead.eu>

Leadership Coaching, Training, Facilitation, Transformation process designer

CoCreatingFuture Reisky & Partner:innen Gesellschaft für Transformationsbegleitung

2022 - Co-Founder [CoCreatingFuture](#)

Consulting, Process Facilitation, Systemic Coaching, Ecosystem Activation

Academic Qualifications

Master of Business Administration (MBA)

2001 - The University of Warwick, Coventry (UK)

Licenciée en Sciences Chimiques 1988

1988 - Facultés Universitaires Notre-Dame de la Paix, Namur (B)

Certifications

Social Presencing Theater Practitioner - The Art of Cultivating the Social Field

2023 – Presencing Institute (Arawana Hayashi), u-school

u.lab Theory U - Leading from the emerging future

2017 - MIT Boston & Presencing Institute (Otto Scharmer) MOOC

Executive Coach

2015- Symbiosis Coaching - ICF Approved Coach Specific Training Hours (ACSTH) Program

Mindful Hatha Yoga & MBSR Yoga Teacher

2015 - Mindful Yoga Academy – RYT 200 Yoga Alliance

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Continued Education

Since 2020 Sylvia is part of u.lab DACH Hub (german speaking community) and serves as a Hub Host for the Massive Open Online Course (MOOC) ,Leading from the emerging Future' of the Presencing Institute (MIT) in u.lab 1x (Foundations of Theory U) and u.lab 2x (Accelerator of Applied Theory U)
u-school for transformation : <https://www.u-school.org/offerings/u-lab-1x-2023/pages/home>
u.lab DACH Hub :<https://theory-u.de>

State of the Art Systems Thinking
2020 - Immersive live-sessions focused on reimagining our civilization
Presencing Institute (O. Scharmer) MOOC GaiaJourney.org

2019 Facilitation of a team process

2017 Innovator and Innovative Entrepreneur

Continuously attending a range of online summits and in-presence conferences to develop state of the art knowledge and capacities for personal, organizational and societal transformation.

Former Professional Career

ExxonMobil Chemical Films Europe Kerkrade BV, 2003 The Netherlands
Jindal Films Europe Kerkrade BV (NL) & Virton, Belgium
2014 Global Technology Chemist
2003 Training & HSE Management System Coordinator and Supervisor Quality Assurance/Control

ExxonMobil Chemical Europe GmbH, Cologne, Germany
1997-2003 Head of Procurement, Logistics & Order Processing
1992-1996 Sales Representative
1990-1991 Customer Service Representative

Medgenix Deutschland GmbH, Düsseldorf, Germany
1989-1990 Sales Representative