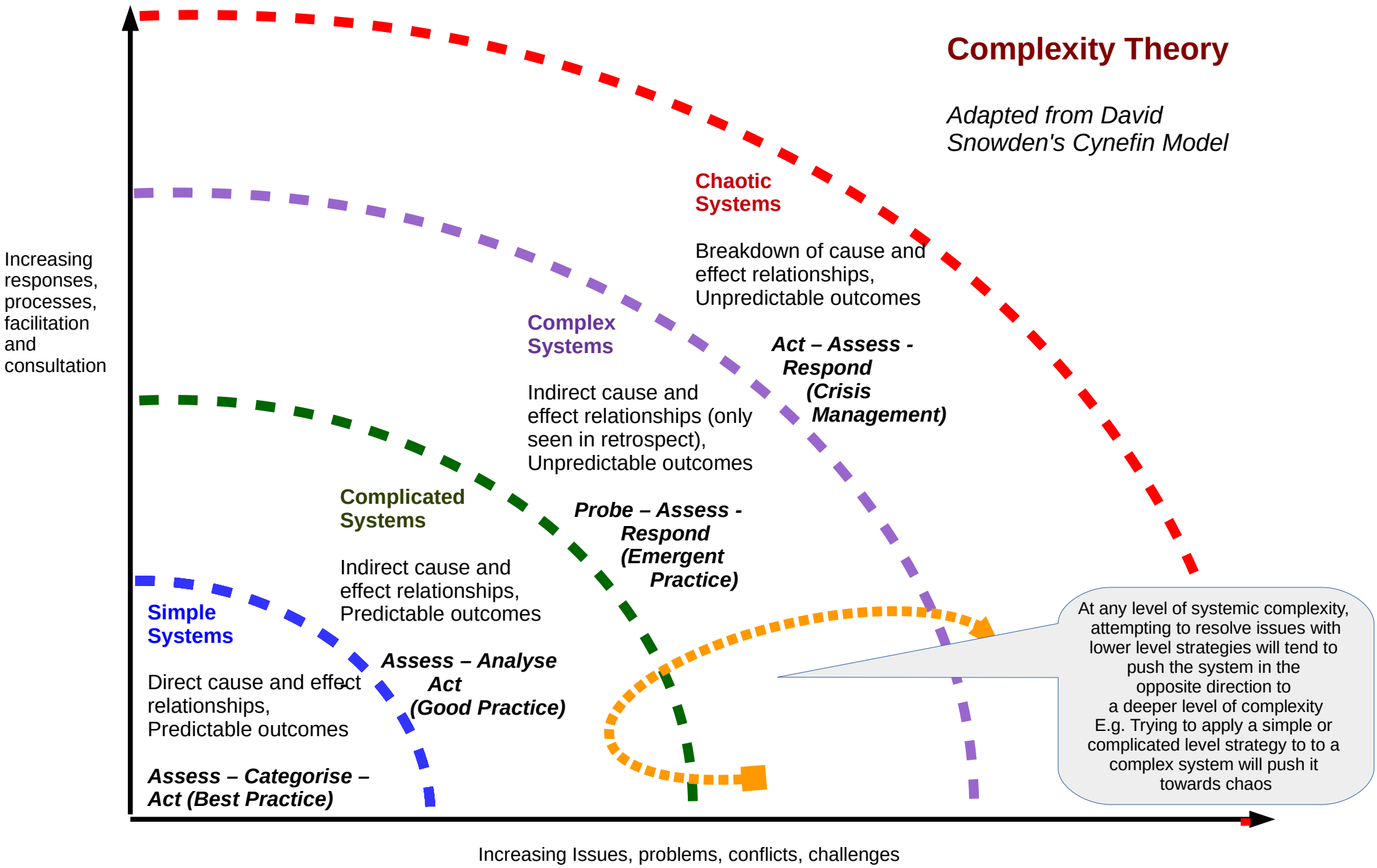
Complexity Theory
Adapted from David Snowden's Cynefin Model
Chaotic Systems
Breakdown of cause and effect relationships, Unpredictable outcomes
Complex Systems
Indirect cause and effect relationships (only seen in retrospect), Unpredictable outcomes
Act – Assess - Respond (Crisis Management)
Complicated Systems
Indirect cause and effect relationships, Predictable outcomes
Probe – Assess - Respond (Emergent Practice)
Simple Systems
Direct cause and effect relationships, Predictable outcomes
Assess – Analyse Act (Good Practice)
Assess – Categorise – Act (Best Practice)
At any level of systemic complexity, attempting to resolve issues with lower level strategies will tend to push the system in the opposite direction to a deeper level of complexity E.g. Trying to apply a simple or complicated level strategy to to a complex system will push it towards chaos
Increasing responses, processes, facilitation and consultation
Increasing Issues, problems, conflicts, challenges