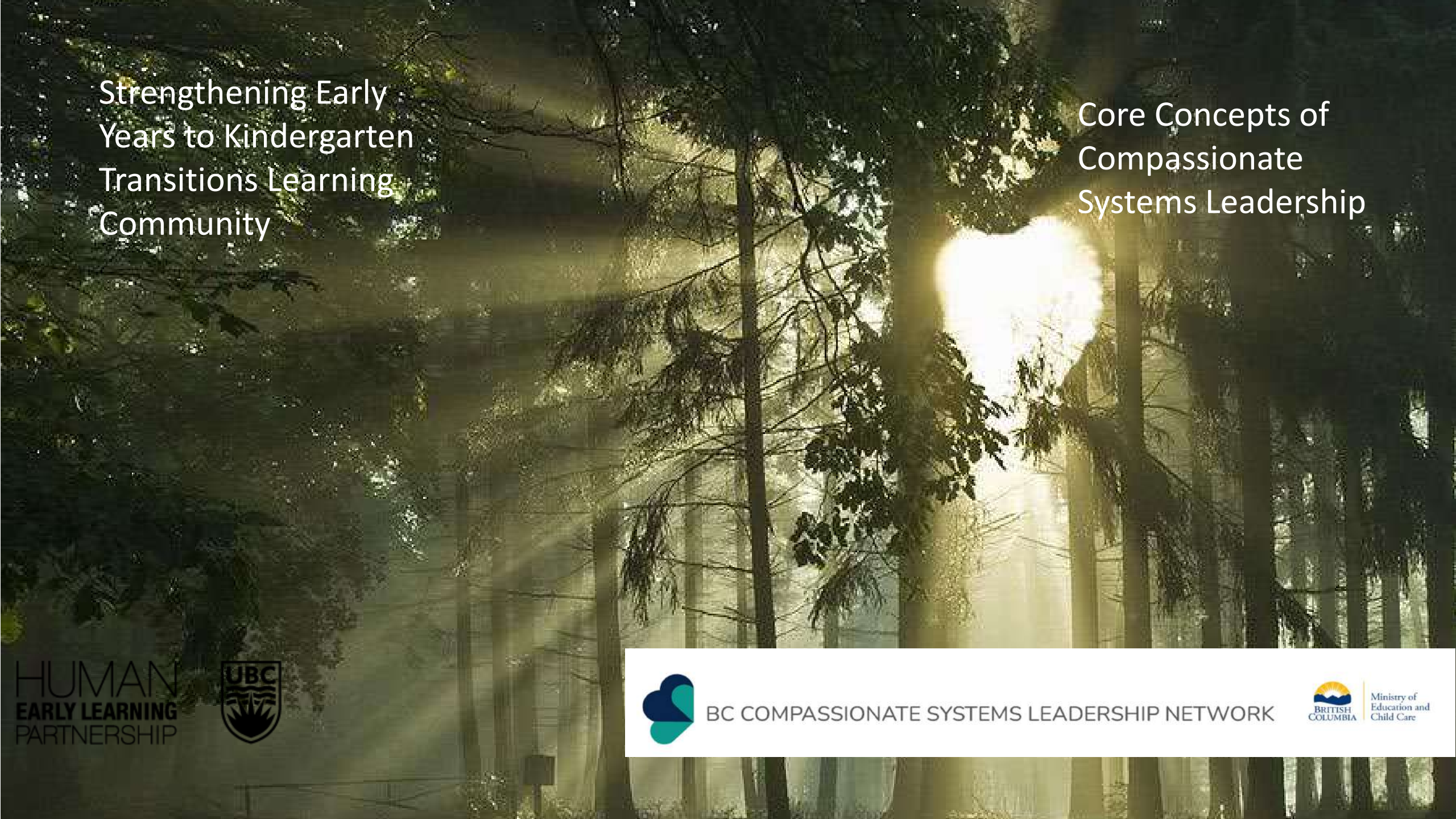


Strengthening Early Years to Kindergarten Transitions Learning Community

Core Concepts of Compassionate Systems Leadership

HUMAN EARLY LEARNING PARTNERSHIP

UBC

BC COMPASSIONATE SYSTEMS LEADERSHIP NETWORK

BRITISH COLUMBIA Ministry of Education and Child Care

HUMAN
EARLY LEARNING
PARTNERSHIP
UBC
Central Okanagan
Public Schools

Naming to help with breakouts

If you are with a larger group of people in a meeting room……..

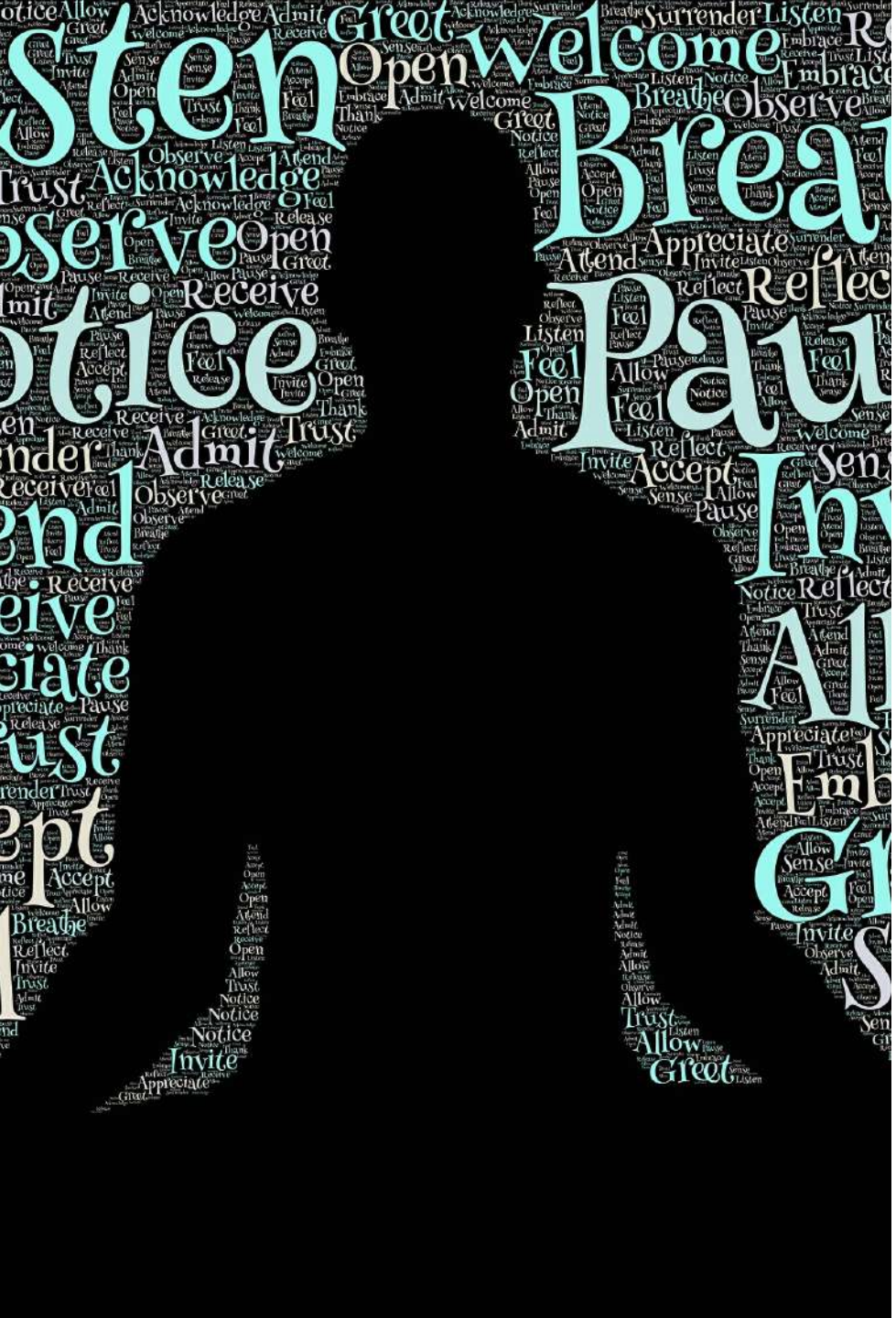
SD# SD name - TEAM

If you are joining the call with a colleague…..

SD# SD name – *your names*

If you joining the call from a laptop from home or your office by yourself…….

SD# SD name – *your name*

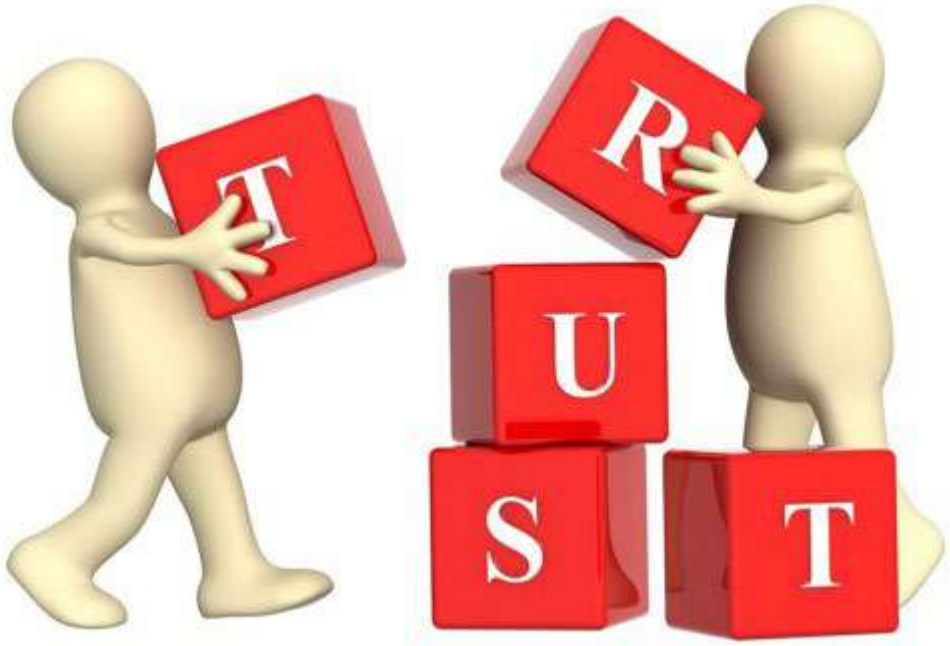


GROUNDING AND CHECK IN – WHY IS IT IMPORTANT?

- Practice of self-reflection
- Facilitates emotional settling and regulation
- Supports the creation of a generative & compassionate social field
- Increases readiness to be together & builds community

How am I showing up today?

Reflections on the CSL work with your team since our last session?



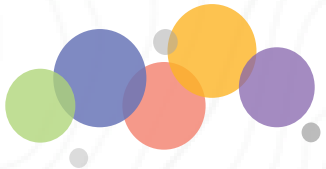
Team or Circle Agreements

Creating a container of trust, compassion, respect and honesty with your SEY2K team

Inviting new folks to the conversation

System Map

A visual representation that displays the relationships within an organization or system. It illustrates how the elements interact to achieve a specific objective.



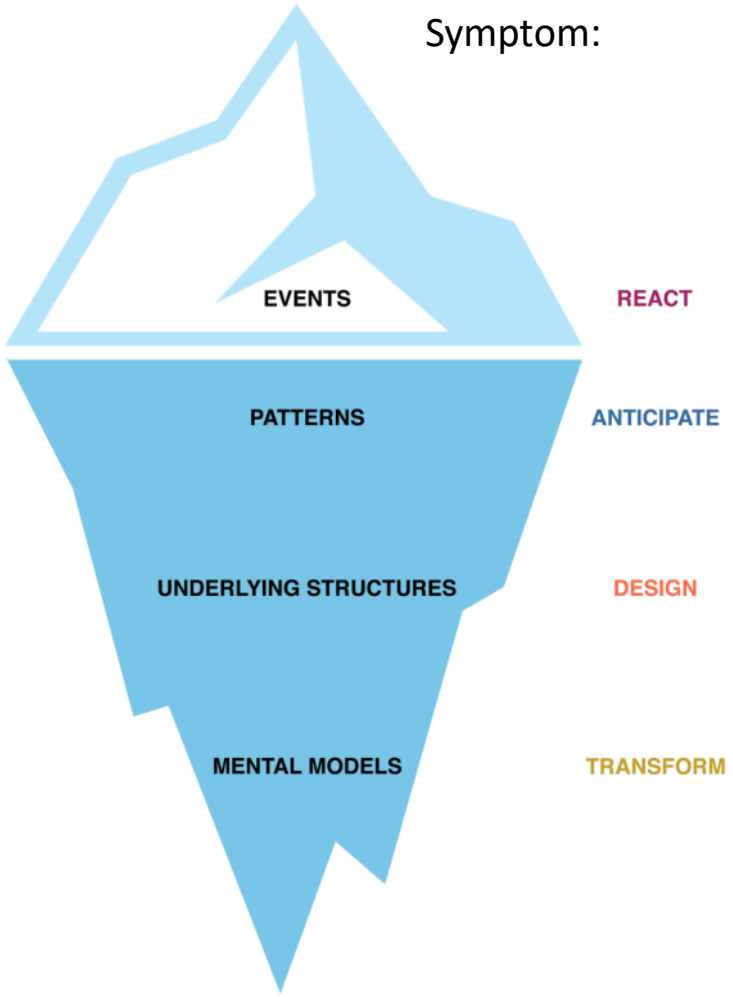
“Every system is perfectly designed to achieve exactly the results it gets.”

~ W. Edwards Deming

The Systems Iceberg

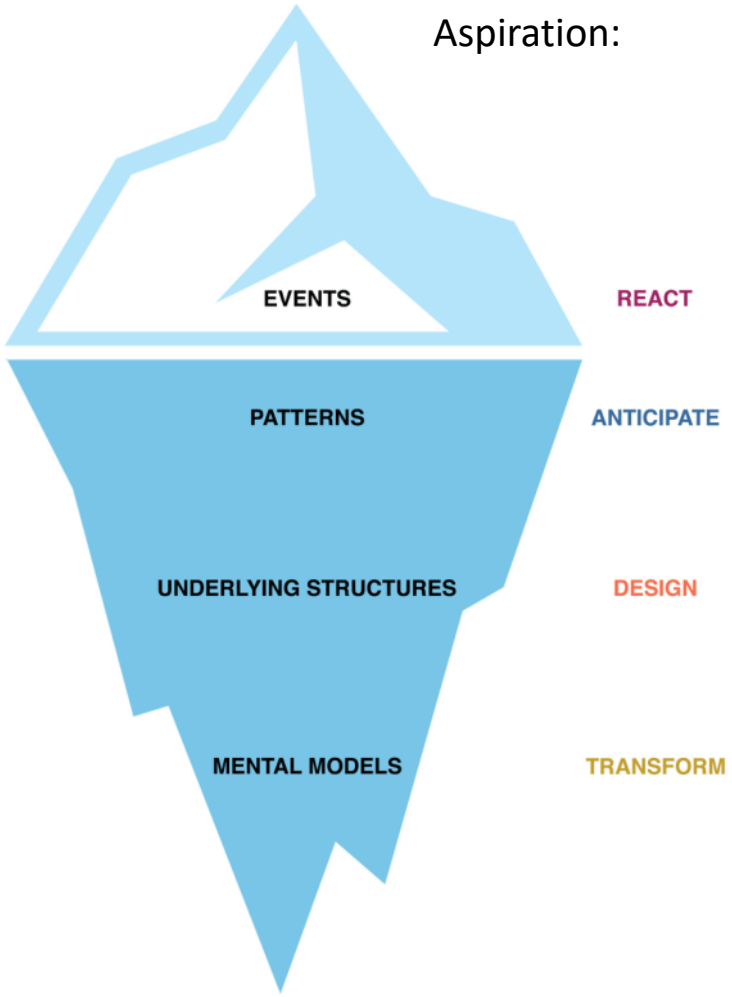
Current Reality

Symptom:

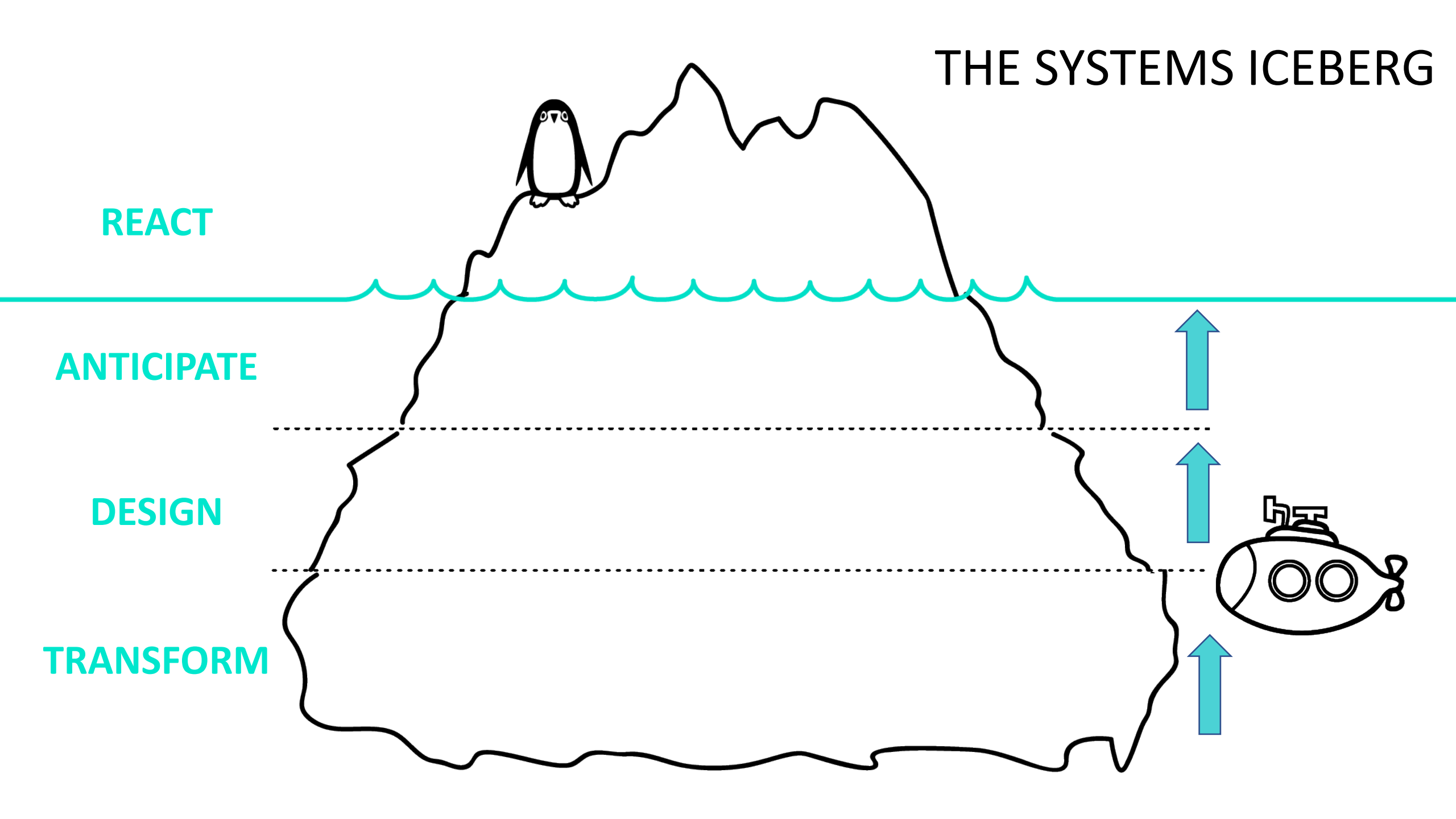


Aspired future reality

Aspiration:

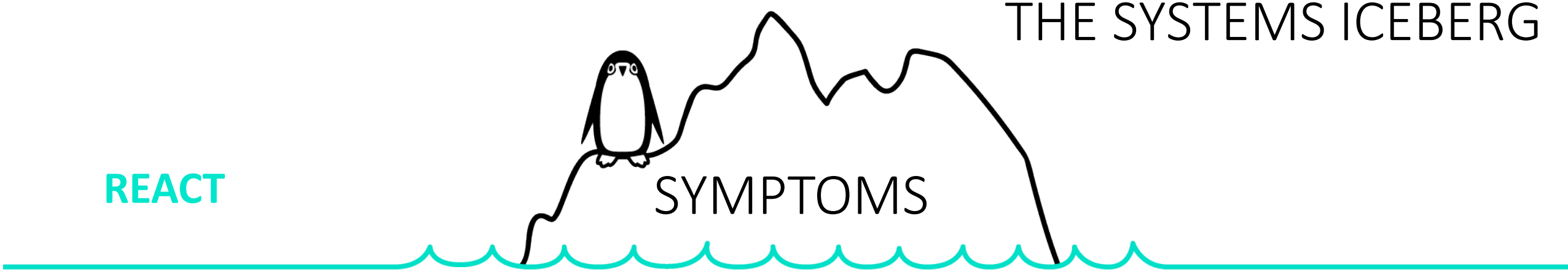


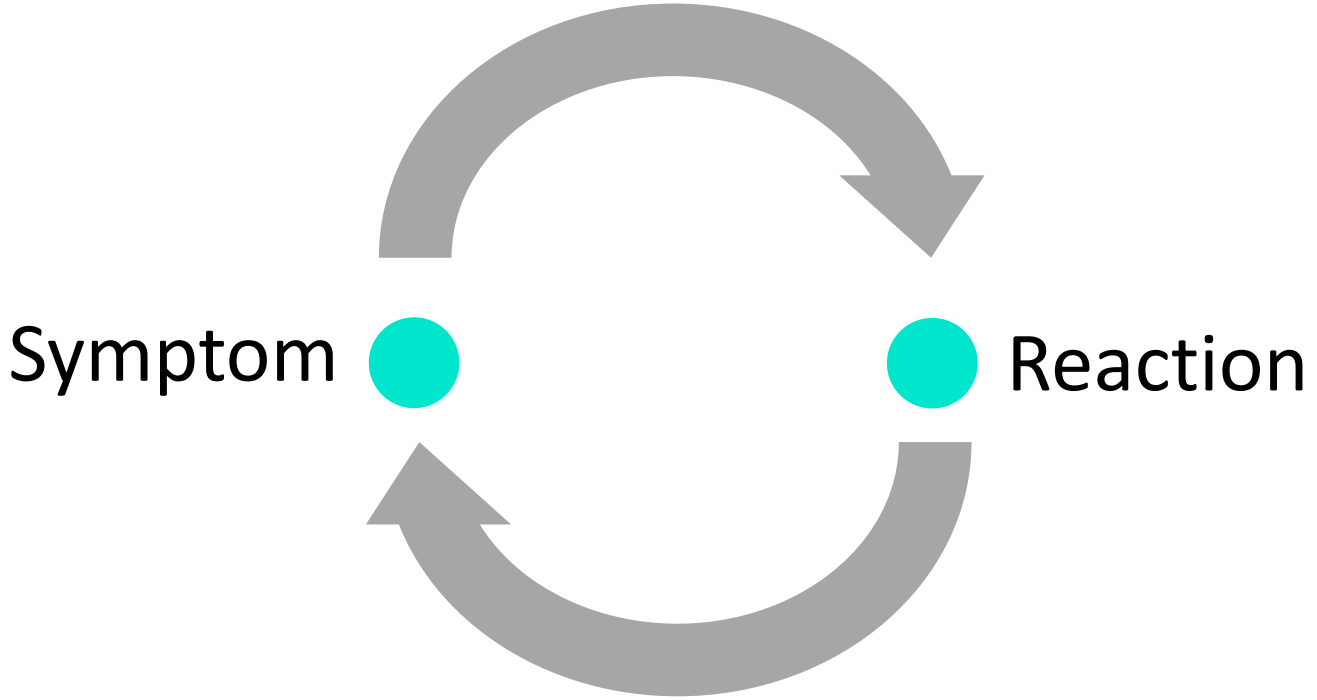
THE SYSTEMS ICEBERG



THE SYSTEMS ICEBERG

REACT

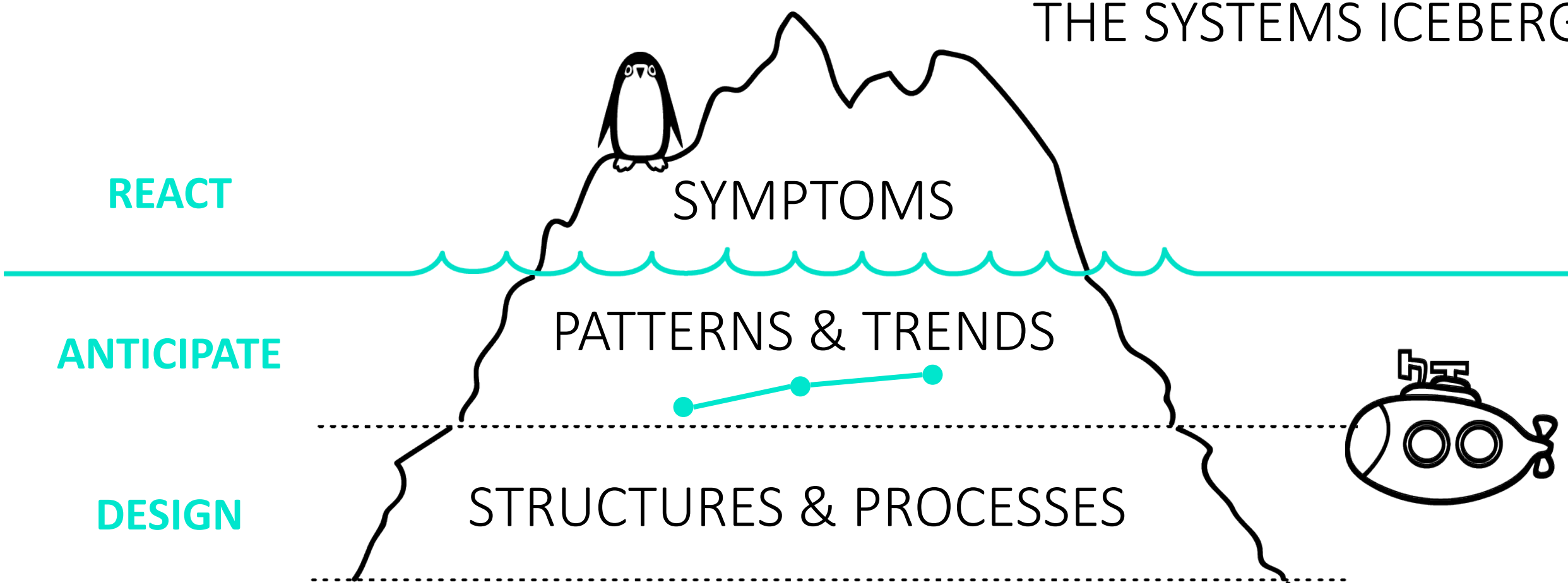




THE SYSTEMS ICEBERG

Thinking about trends can allow us to *forecast* and potentially *forestall* challenges

THE SYSTEMS ICEBERG

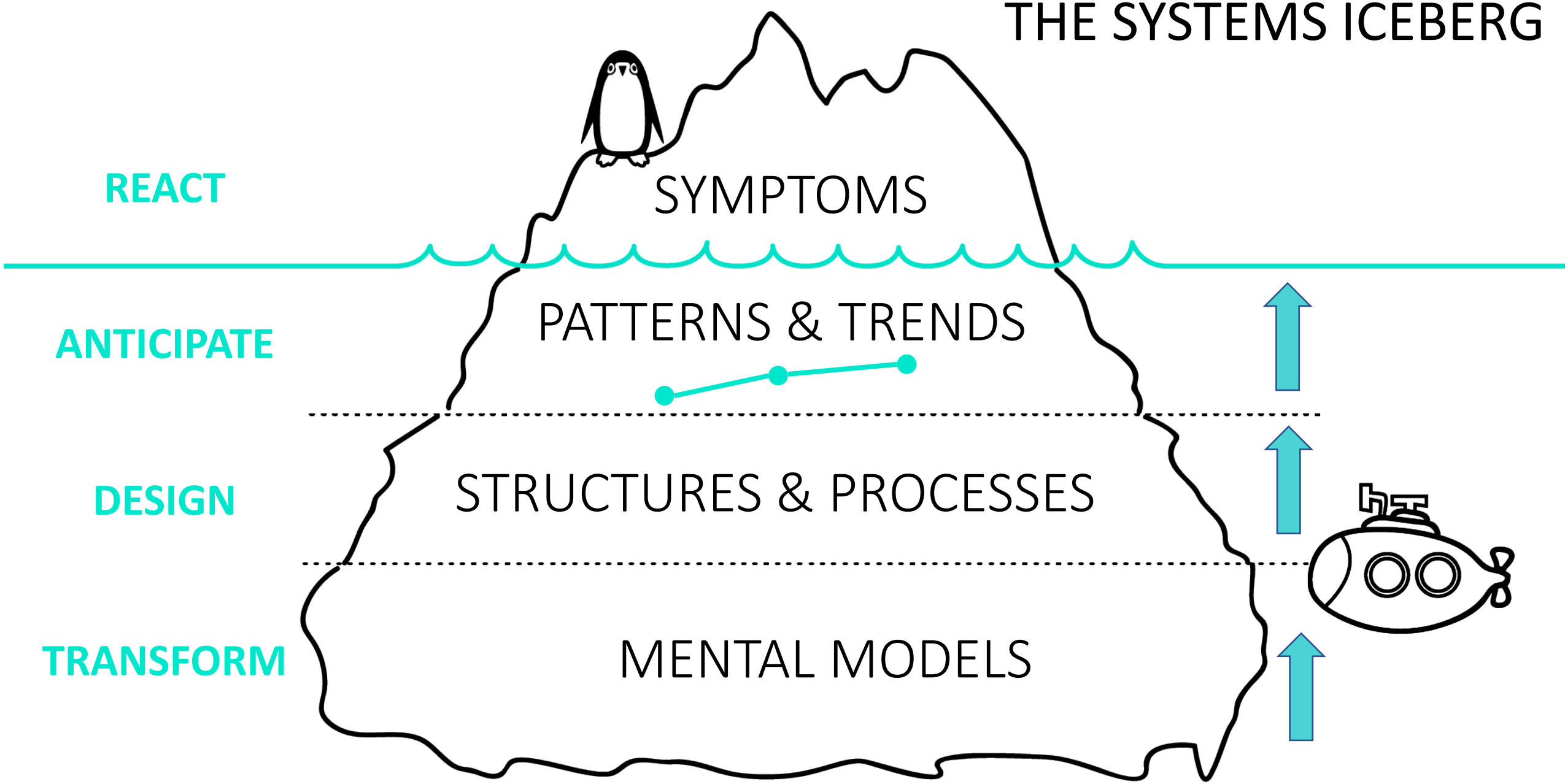


The system creates these patterns,
trends and outcomes

Structures and Processes Are

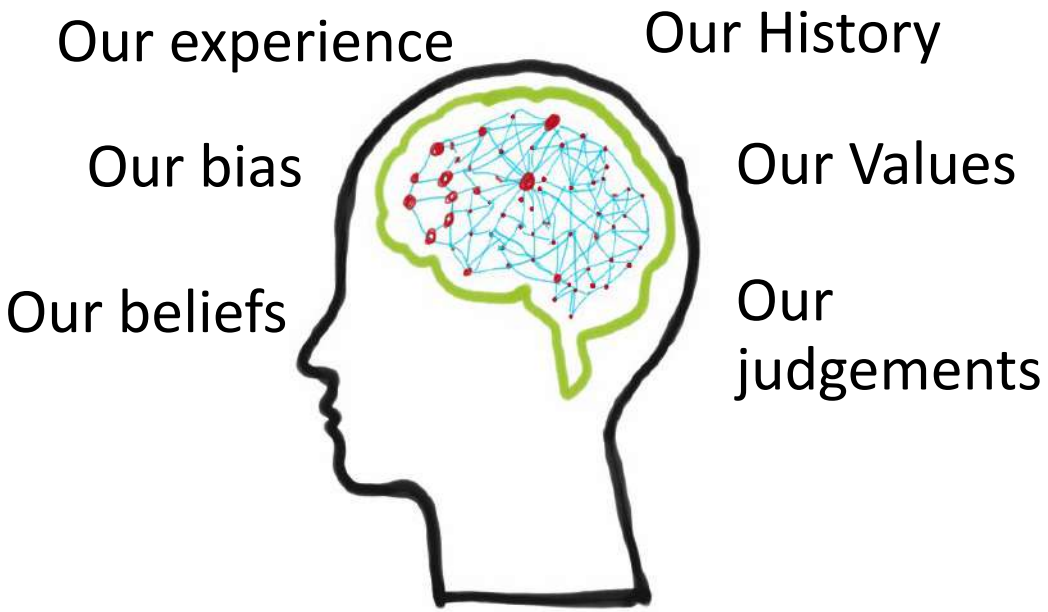
"…rules, programs, norms, policies, guidelines, power structures, distribution of resources, cultural rules or informal ways of work that have been embedded and institutionalized"

THE SYSTEMS ICEBERG



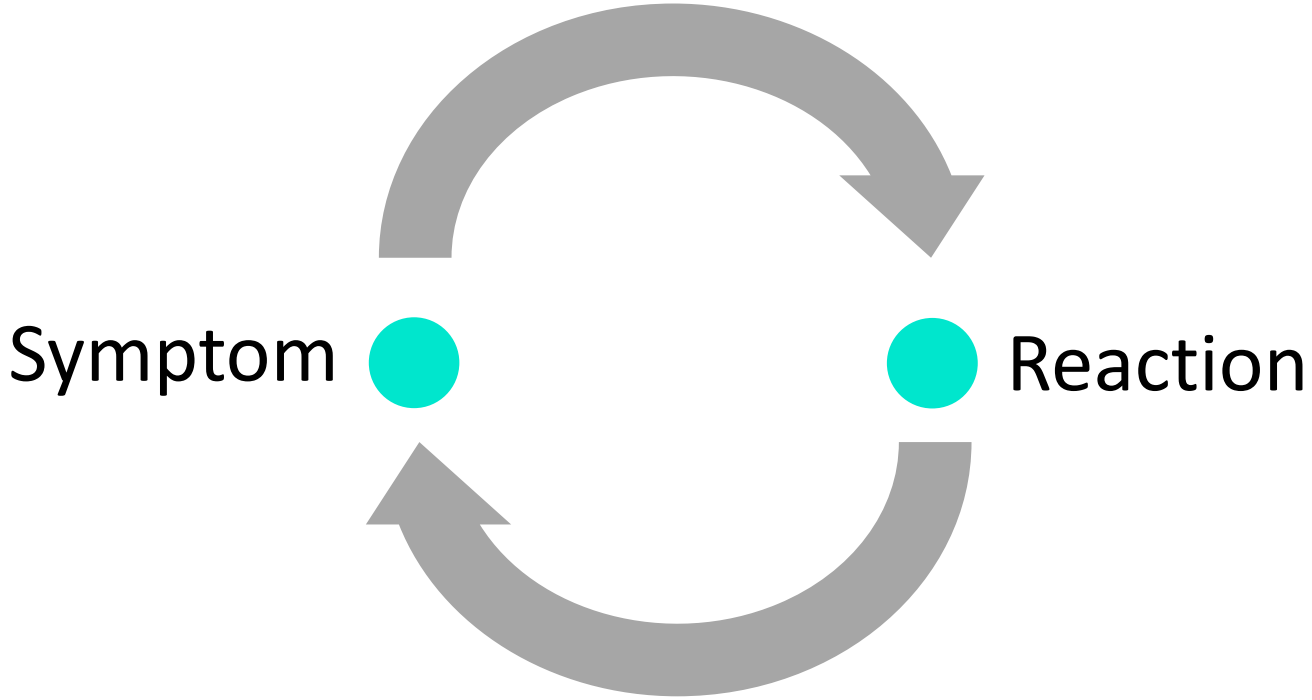
“Mental models are deeply held internal images of how the world works, images that limit us to familiar ways of thinking and acting. Very often, we are not consciously aware of our mental models or the effects they have on our behavior.”

Peter Senge

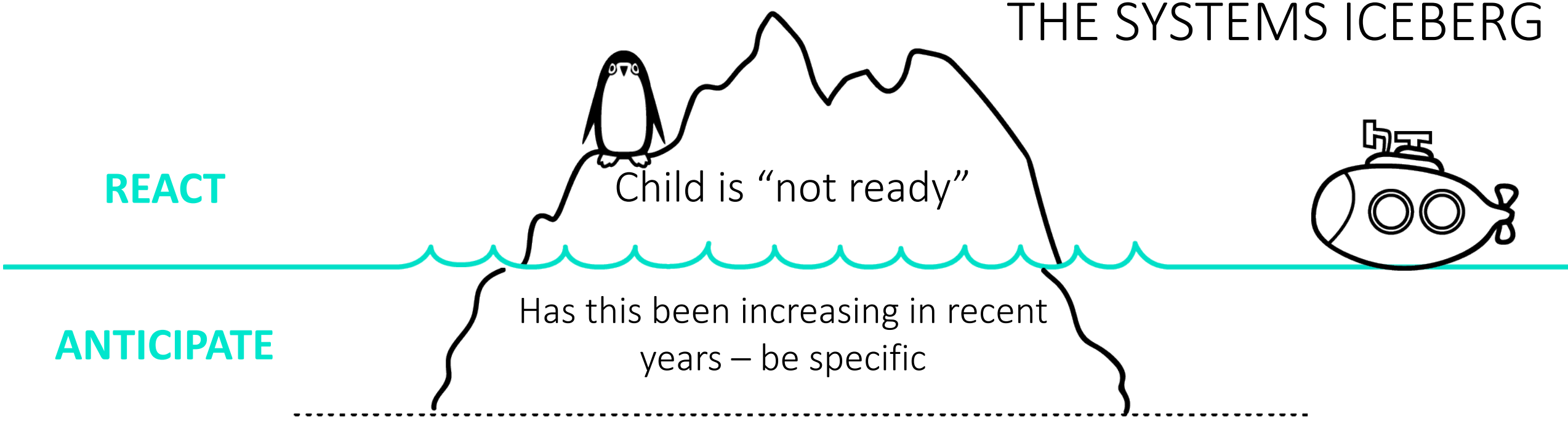


THE SYSTEMS ICEBERG

REACT



THE SYSTEMS ICEBERG



Thinking about trends can allow us to *forecast* and potentially *forestall* challenges

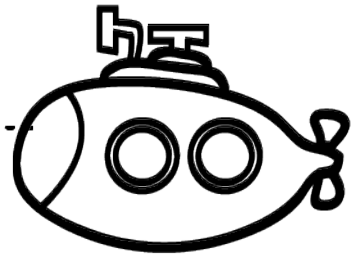
THE SYSTEMS ICEBERG

REACT

Child is “not ready”

ANTICIPATE

This has been increasing



DESIGN

STRUCTURES & PROCESSES

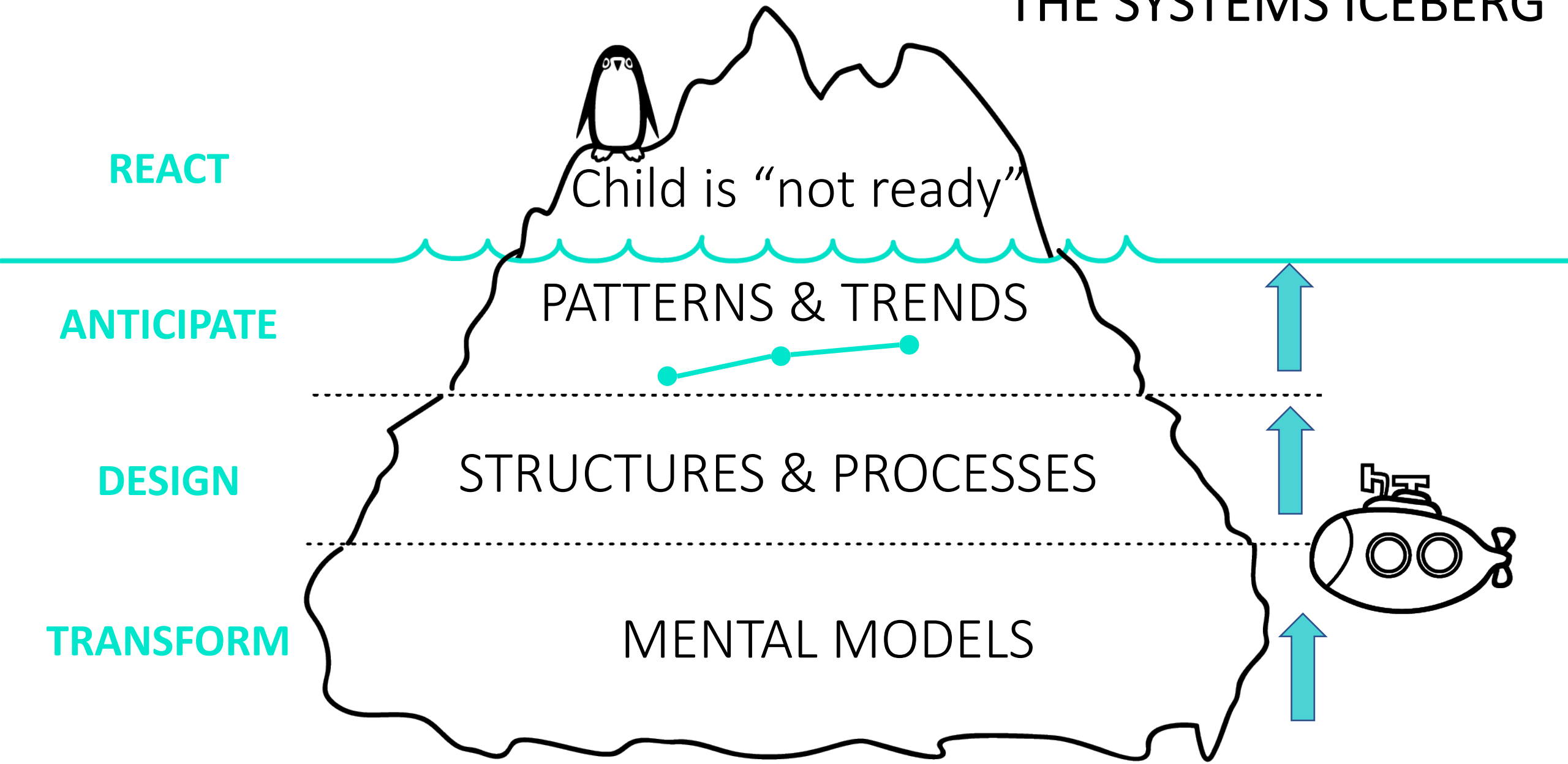
The system design creates these patterns, trends and outcomes

Structures and Processes Are

"…rules, programs, norms, policies, guidelines, power structures, distribution of resources, cultural rules or informal ways of work that have been embedded and institutionalized"

What are some of the systemic structures and processes that might be impacting on child's readiness?

THE SYSTEMS ICEBERG



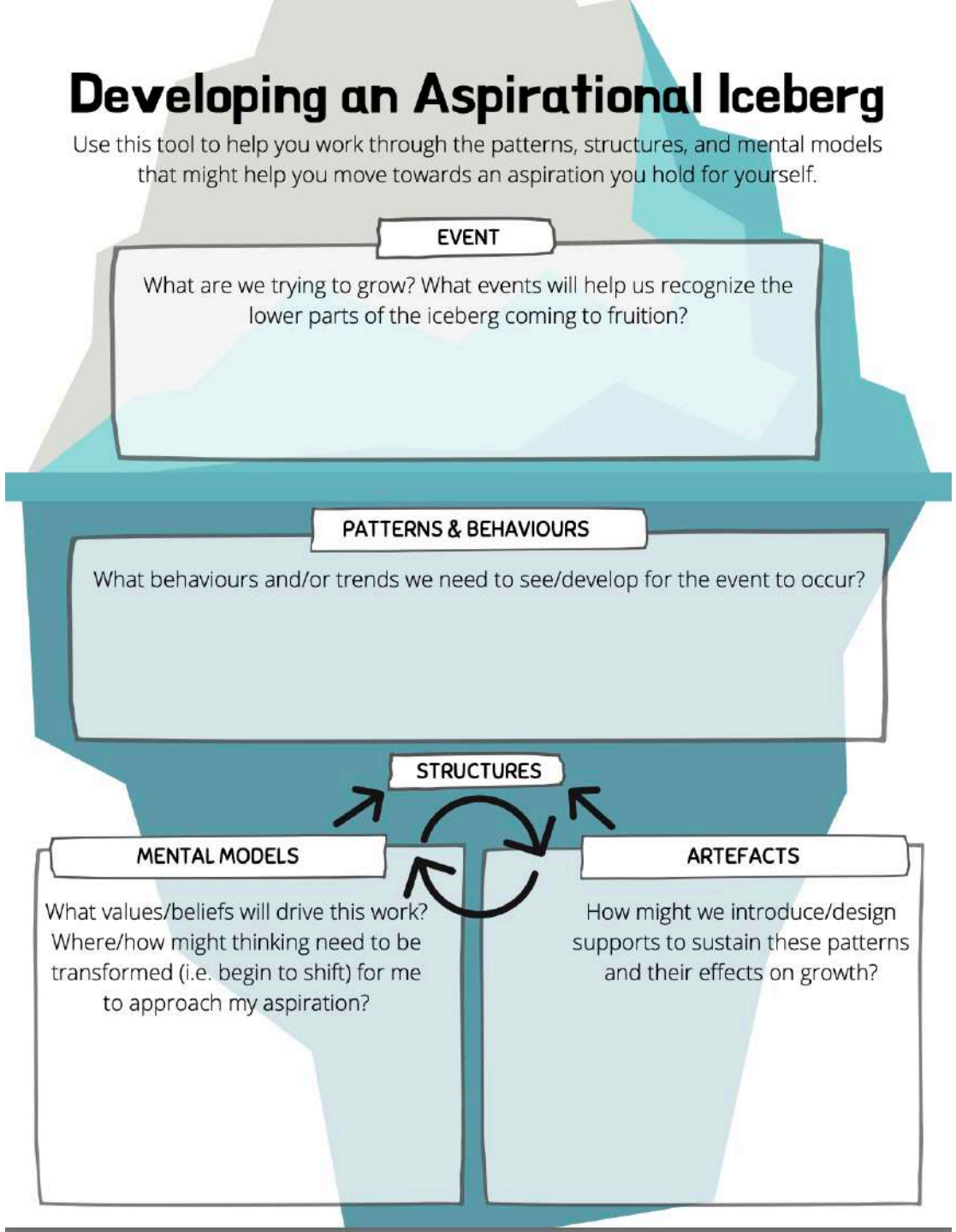
Mental models are deeply held internal images of how the world works, images that limit us to familiar ways of thinking and acting.

What are some of the mental models that might be impacting on children's readiness?

What resonates with you about the iceberg model?
What might be some of the structures and processes and mental models that are impacting on children's readiness?

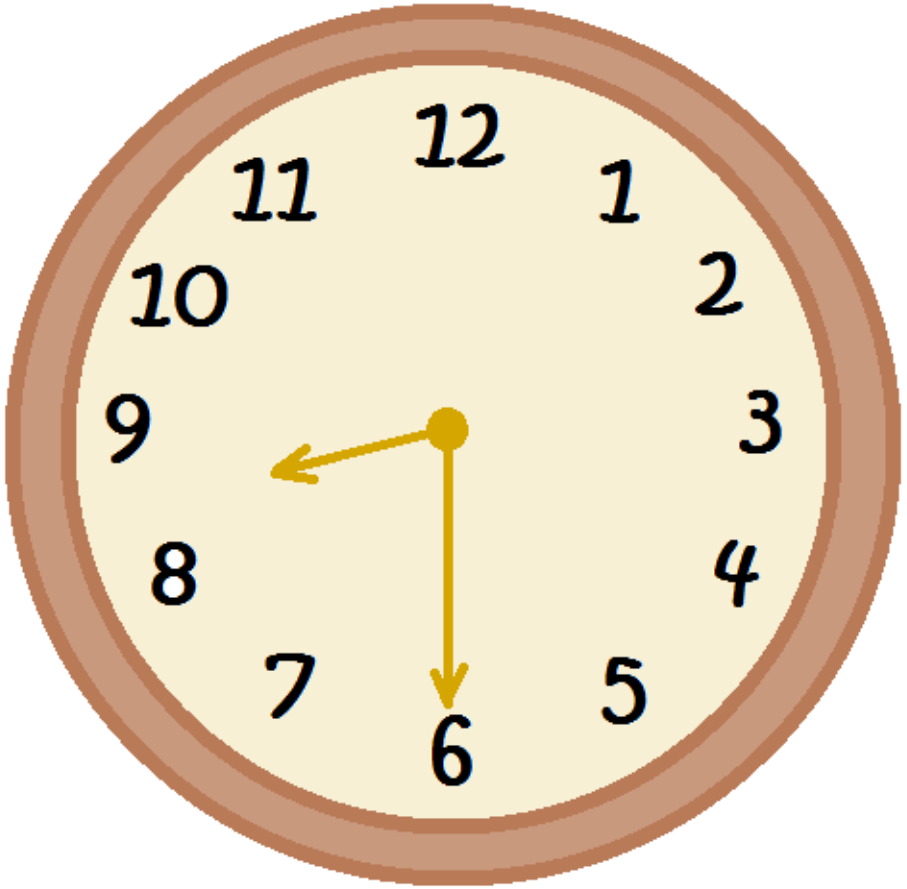
Developing an Aspirational Iceberg

Use this tool to help you work through the patterns, structures, and mental models that might help you move towards an aspiration you hold for yourself.



BC COMPASSIONATE SYSTEMS LEADERSHIP NETWORK

CENTER for SYSTEMS AWARENESS



February 13th, 2025
8:30 a.m. Pacific Time

For Next Time

- Discuss the mental models that you hold in your team, and what kinds of mental models may facilitate more progress?
- Build your iceberg – a problem based and an aspirational iceberg

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phrowcliffe@gmail.com