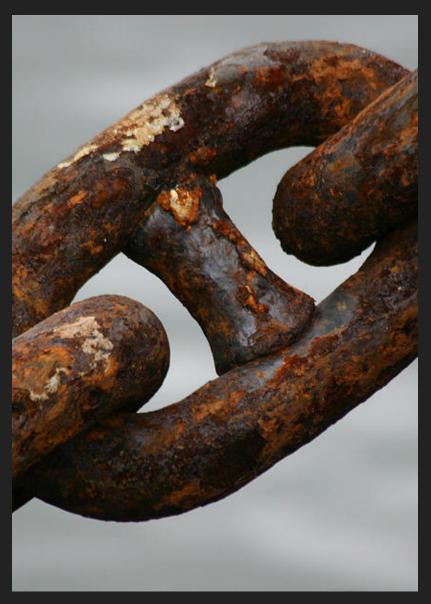


...COMPLEXITY IS LOOKING AT INTERACTING ELEMENTS AND ASKING HOW THEY FORM PATTERNS AND HOW THE PATTERNS UNFOLD. IT'S IMPORTANT TO POINT OUT THAT THE PATTERNS MAY NEVER BE FINISHED. THEY'RE OPEN-ENDED. IN STANDARD SCIENCE THIS HIT SOME THINGS THAT MOST SCIENTISTS HAVE A NEGATIVE REACTION TO. SCIENCE DOESN'T LIKE PERPETUAL NOVELTY.



#### **THINKING ABOUT CONSTRAINTS**

- Containers & connections/coupling
- Robust, efficient, governing
  - Fixed
  - Elastic
  - Loose (tether)
- Resilience, effective, enabling
  - Permeable/conditional
  - Mutating (eg. case law)
  - Dark/emergent



#### CYNEFIN A SENSE-MAKING FRAMEWORK ...

# ...not a categorisation model

#### Complex

Enabling constraints probe-sense-respond Emergent Practice

#### Complicated

Governing constraints sense-analyse-respond Good Practice

# It's not just about the domains ....

Chaotic Absence of constraints act-sense-respond Novel Practice

#### Obvious

Rigid constraints sense-categorise-respond Best Practice



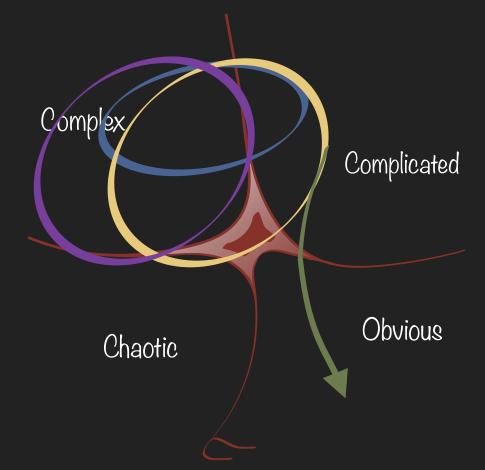
#### IF THE EVIDENCE SUPPORTS CONFLICTING HYPOTHESES AND CONTRADICTION CAN NOT BE RESOLVED WITHIN THE AVAILABLE TIME THEN ....

### ...IT'S COMPLEX

#### **CYNEFIN A SENSE-MAKING FRAMEWORK**

## ... it's also about the dynamics

# There is no one size which fits all





#### THE ONLY INEVITABILITY

### UNINTENDED Consequences

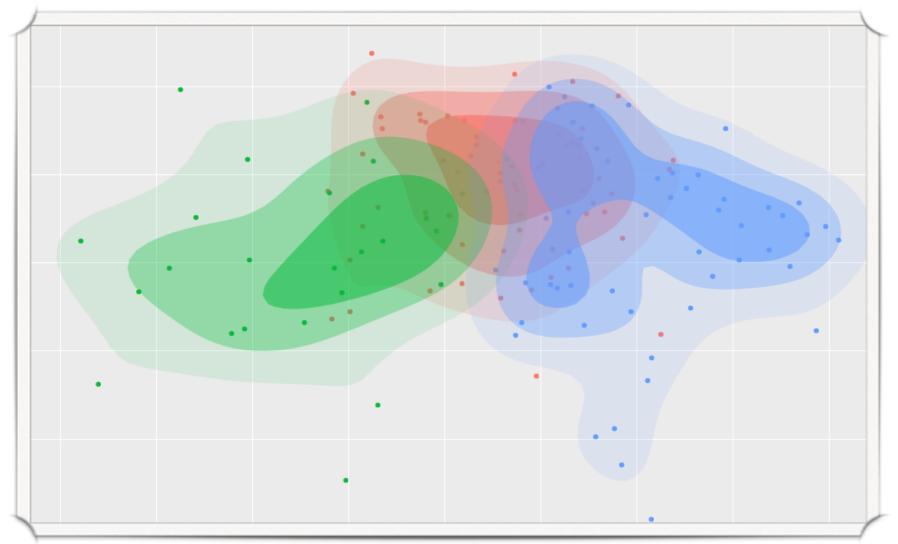


24 radiologists were asked to perform a familiar lung nodule detection task. A picture of a gorilla, 48 times larger than the average nodule, was inserted in the last case. 83% of radiologists did not see the gorilla. Eye-tracking showed that the majority of the those who missed the gorilla looked directly at it

Drew, Vo & Wolfe Psychol Sci. Sep 2013; 24(9): 1848–1853

#### THE CYNEFIN CENTRE: NAVIGATING COMPLEXITY IN SOCIAL SYSTEMS

#### **DIVERSITY OF PERSPECTIVE, WORKING WITH CHAOS**





#### DIRECTION & SPEED OF TRAVEL AGAINST INTENSITY OF EFFORT

### VECTOR MEASURES