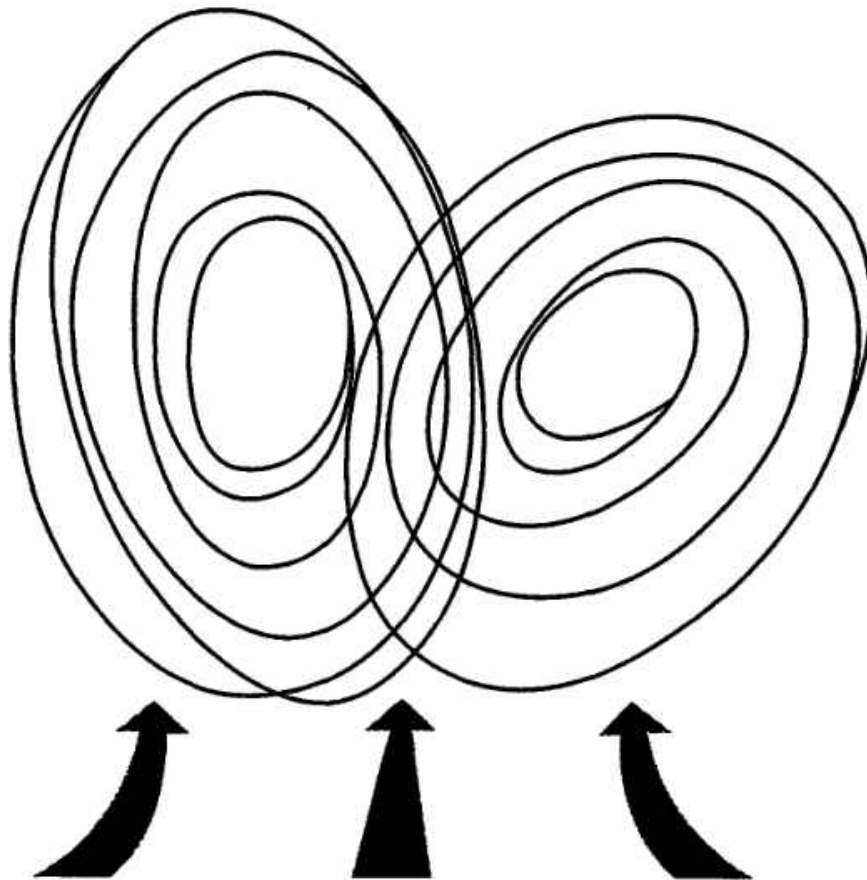


Let's use the image of a Lorenz attractor as a creative metaphor for thinking about organizational change. Here are some of the questions that are raised:



What are the forces locking an organization into its existing "attractor" pattern?

- Structures?
- Hierarchies?
- Rules?
- Controls?
- Culture?
- Defensive routines?
- Power relations?
- Psychic traps?

Is the "attractor" appropriate? Should it be changed?

If change is required, how is the transition from one attractor to another to be achieved?

How can small changes be used to create large effects?

What are the ground rules of the new attractor going to be?

How can we manage through the "edge of chaos" of stage 2 while remaining open to emergent self-organization?