

Introducing Cynefin

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**Think of a situation where
you are stuck**

Try to write it down in a short
sentence.

Identify five observable aspects of this situation.

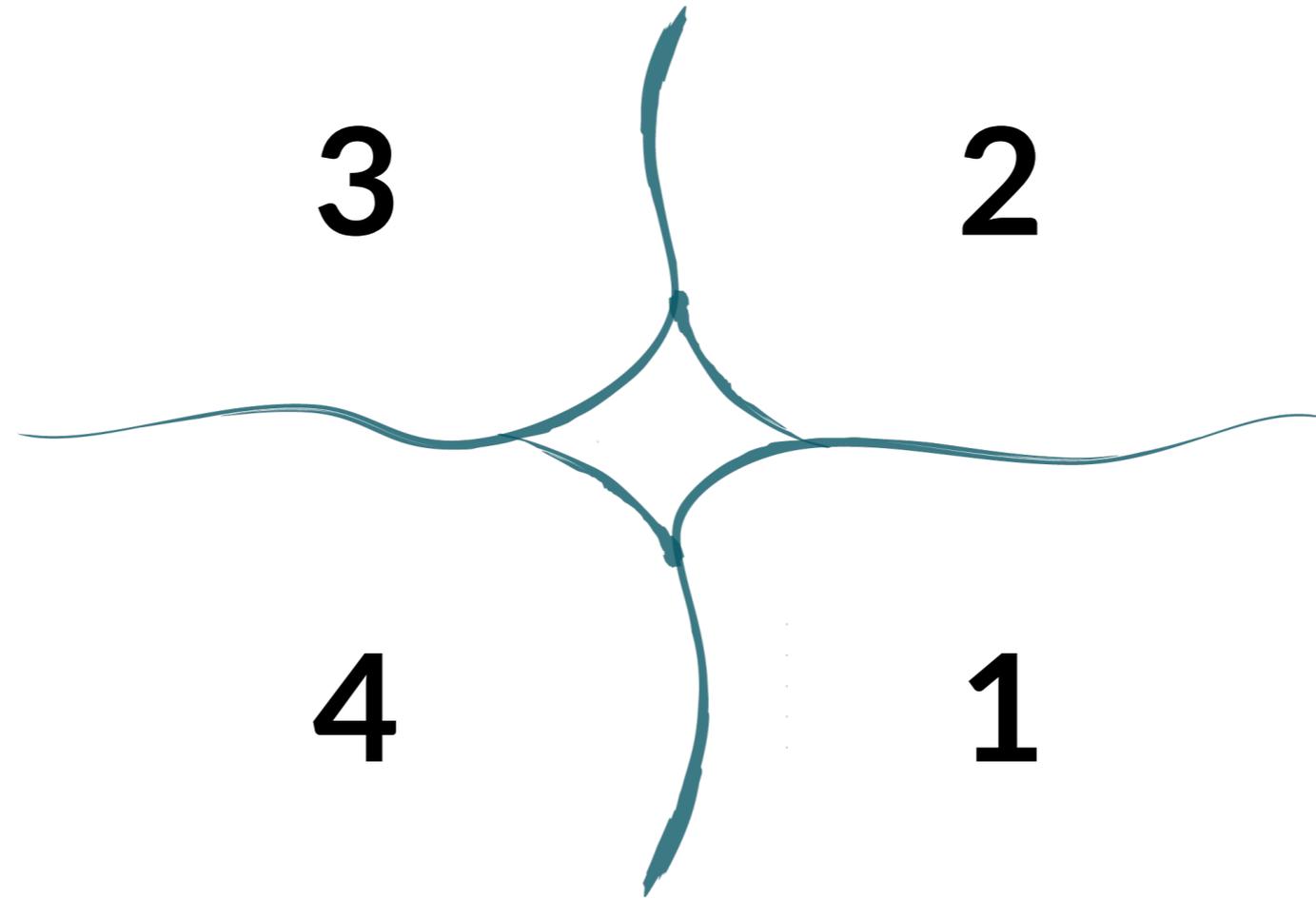
Imagine you were describing this situation to a friend. What are five things that are contributing to this situation? Tangible or intangible, big or small. Any five will do.

Method: Contextualizing

Look at your list and code each item with one of the following numbers;

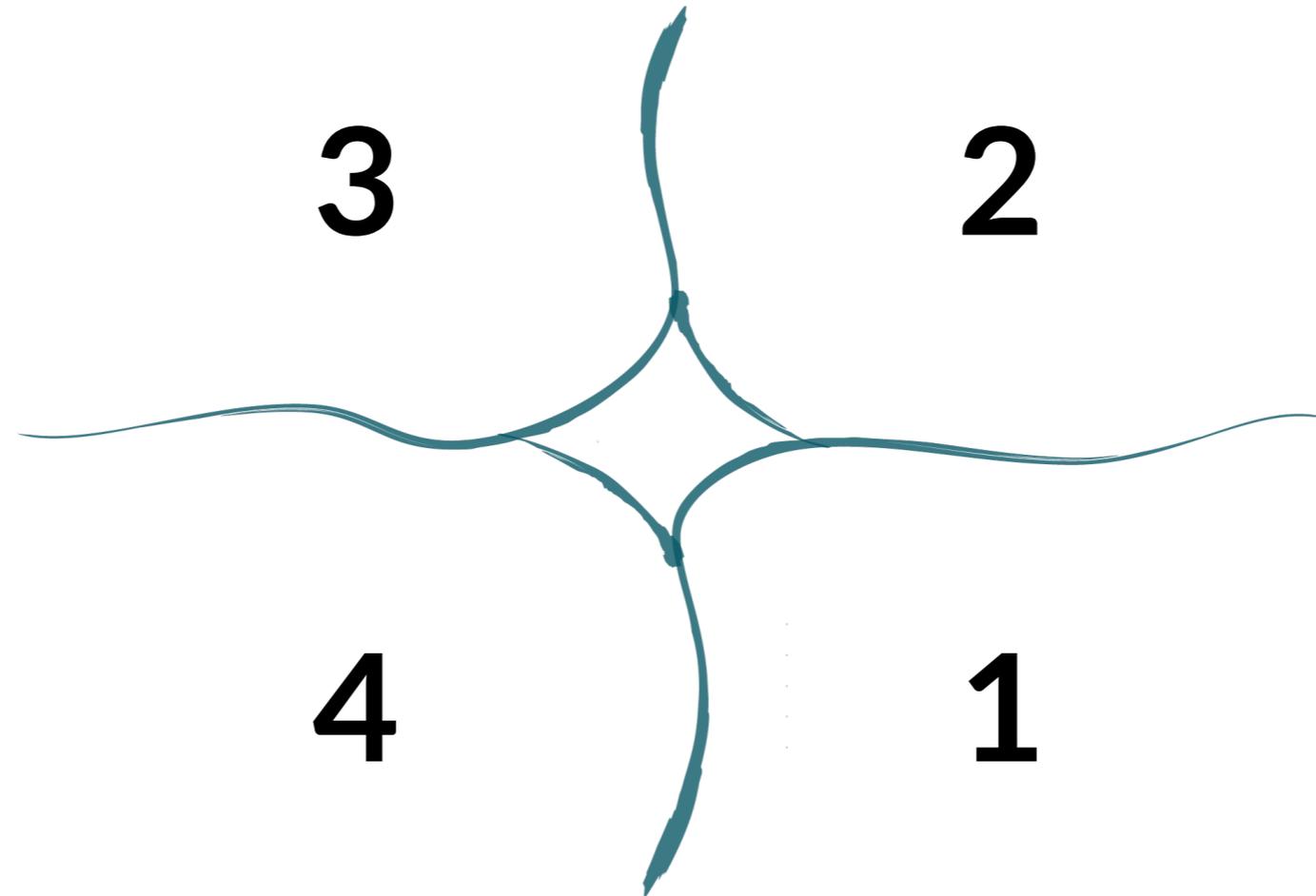
1. It's obvious what to do and anyone can do it.
2. We need experts who know how to fix this. We can tell when they are done if they did it right.
3. Evidence suggests multiple, and perhaps conflicting ways to do this, and it will be impossible to know if we did the very best thing.
4. Everything is random, chaotic, or a crises.

CYNEFIN FRAMEWORK



Sort your list into these four spaces

CYNEFIN FRAMEWORK



What do you notice about leadership in these 4 domains?

Introduction to the Cynefin Framework

Based on the work of David Snowden

Unknowable

Unpredictable

Unrepeatable

*Cause and effect
knowable retroactively*

UNORDERED

Knowable

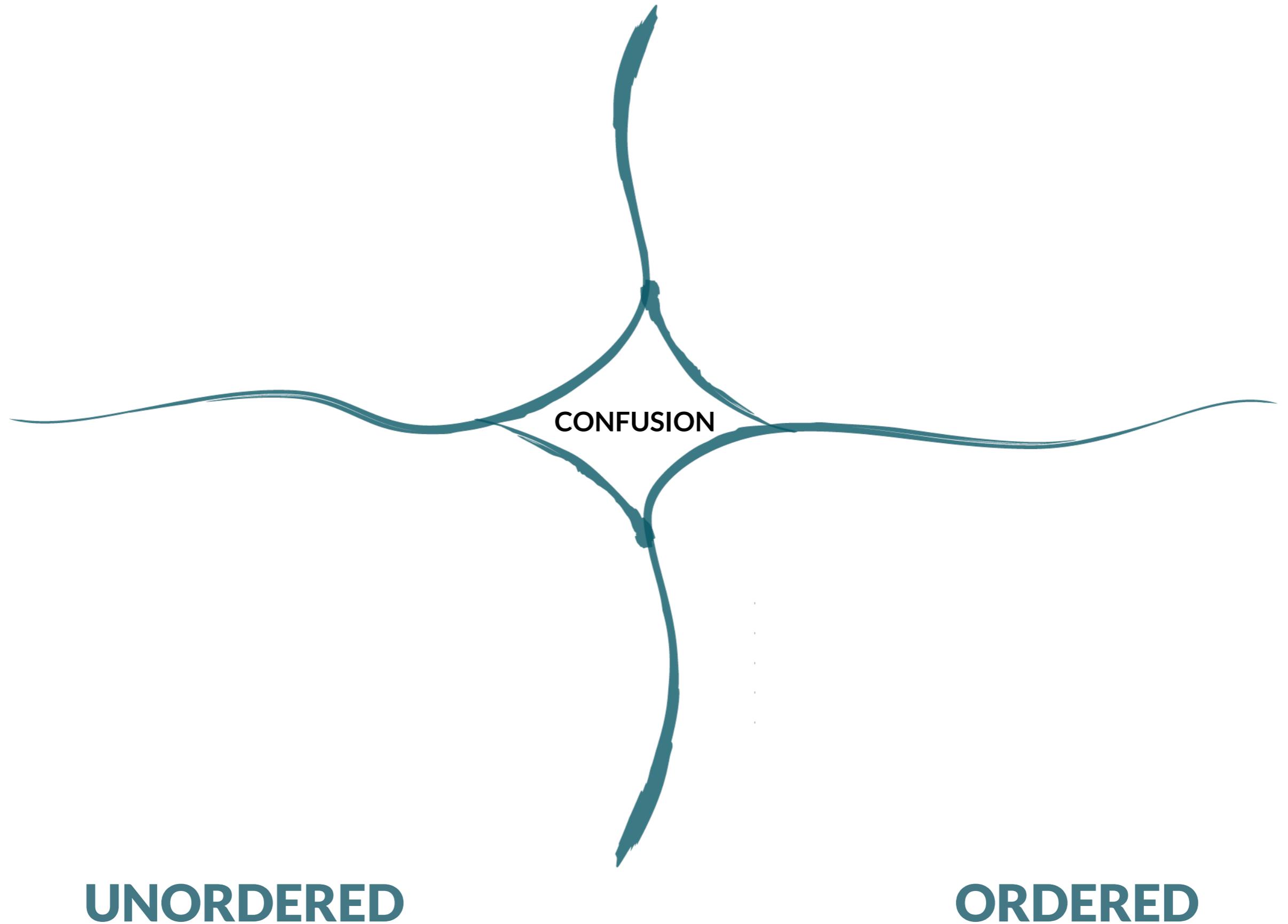
Predictable

Repeatable

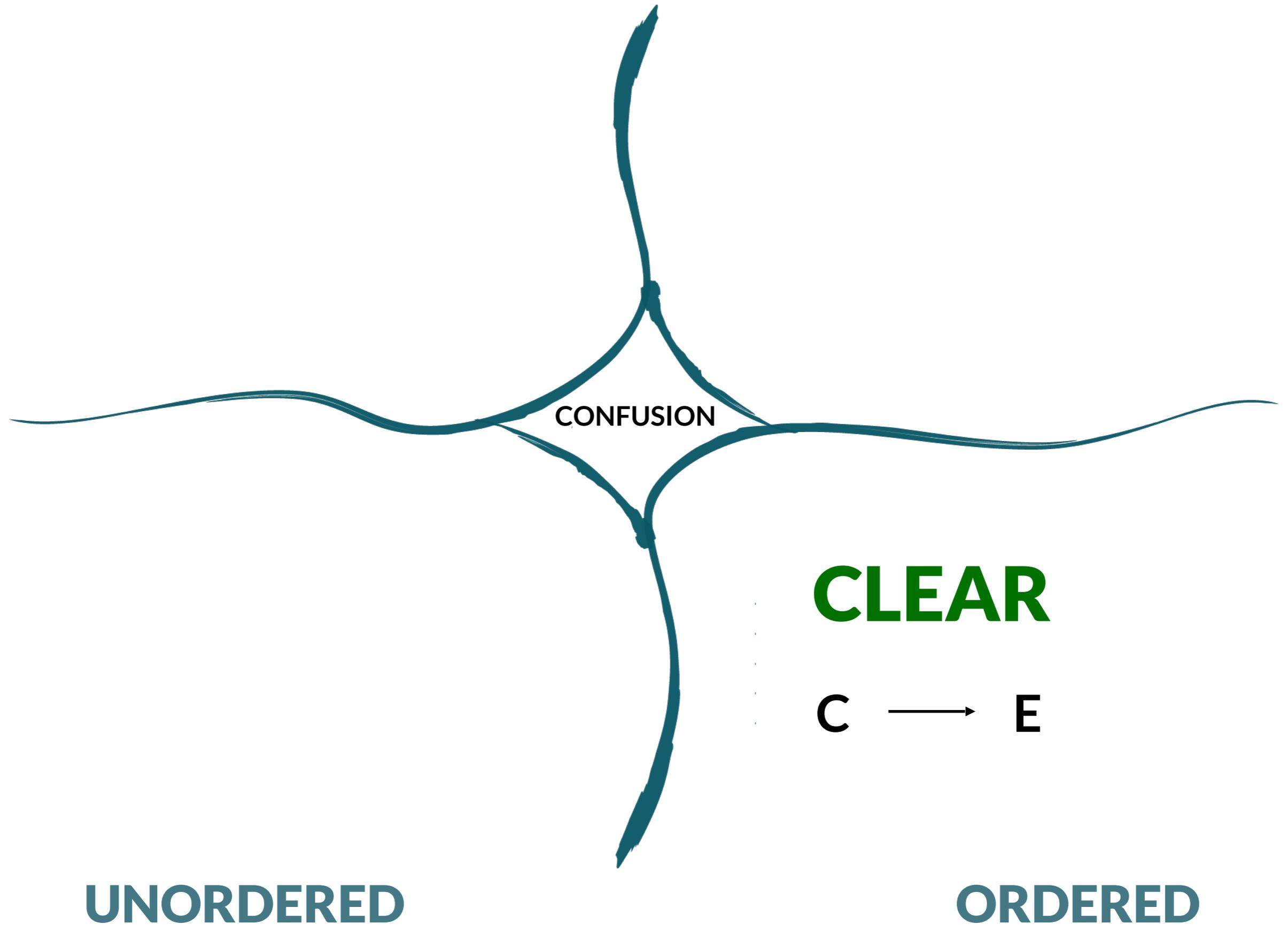
Cause and effect clear

ORDERED

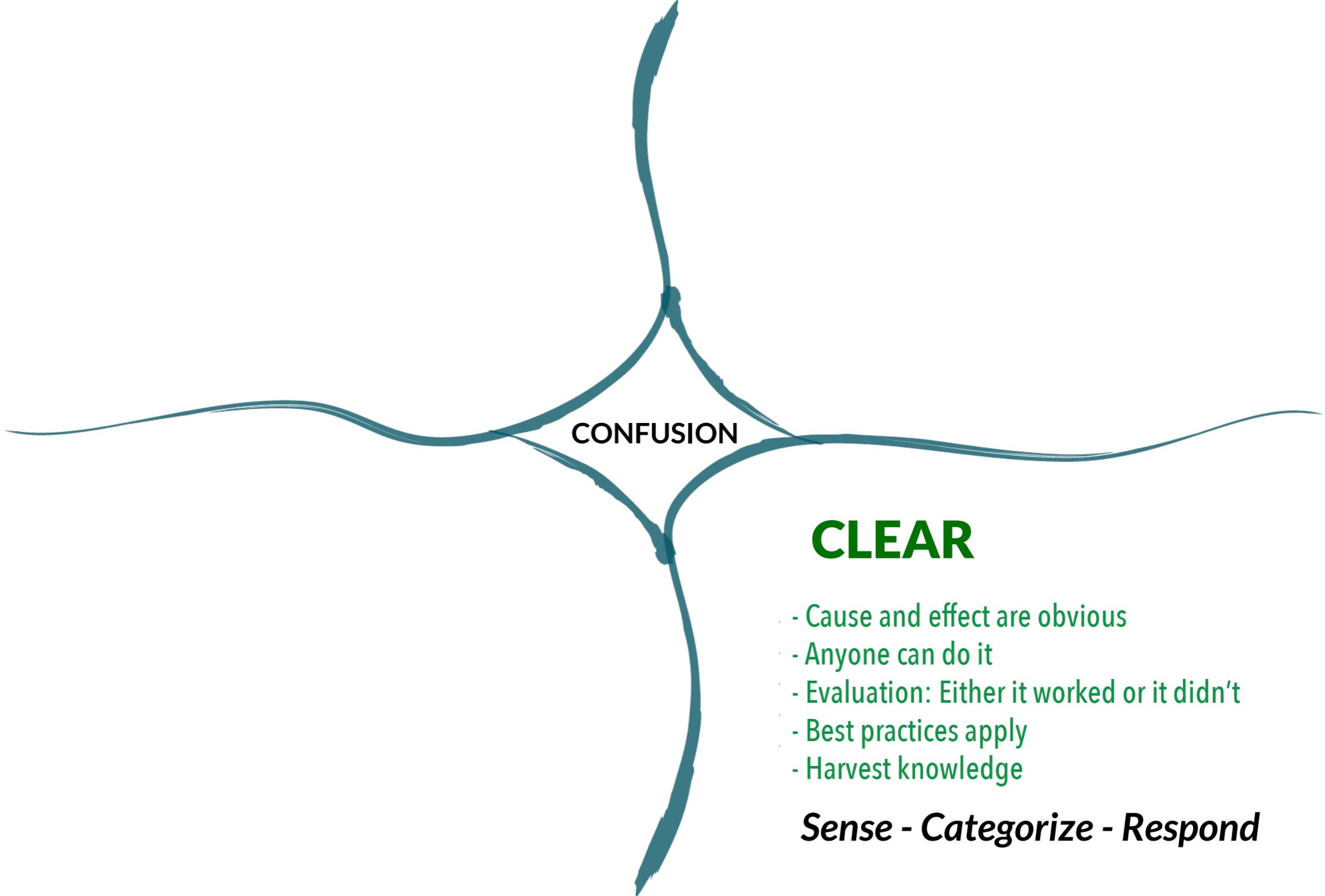
CYNEFIN FRAMEWORK



CYNEFIN FRAMEWORK



CYNEFIN FRAMEWORK



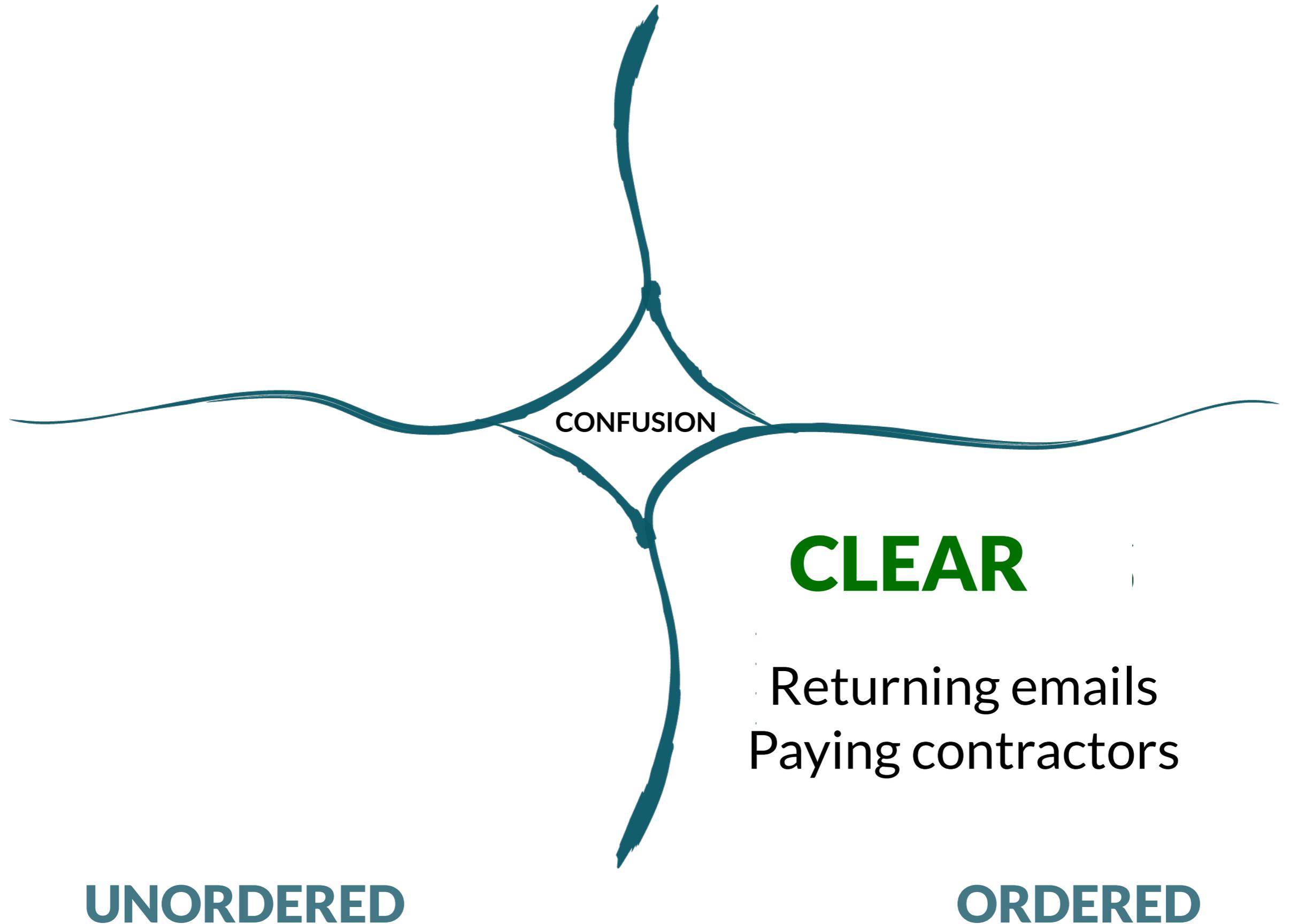
CONFUSION

CLEAR

- Cause and effect are obvious
- Anyone can do it
- Evaluation: Either it worked or it didn't
- Best practices apply
- Harvest knowledge

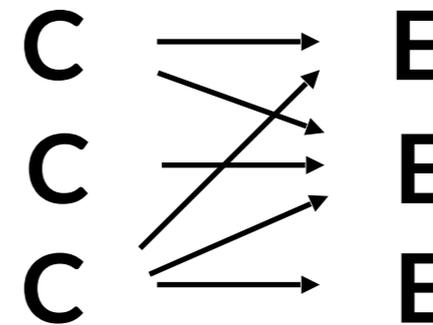
Sense - Categorize - Respond

CYNEFIN FRAMEWORK



CYNEFIN FRAMEWORK

COMPLICATED



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CYNEFIN FRAMEWORK

COMPLICATED

Building facilities
Accounting
IT support

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Sense - Categorize - Respond

CYNEFIN FRAMEWORK

COMPLICATED

- Cause and effect are knowable and predictable
- Experts help us do it
- Evaluation: Summative, analytical, measure results against goals
- Good practices apply
- Harvest expertise

Sense - Analyze - Respond

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CHAOTIC

Overdose deaths
Violence
Abuse and trauma
Community crisis

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Sense - Analyze - Respond

CONFUSION

CHAOTIC

- Cause and effect are so unpredictable as to appear random
- Trained crews help us do it
- Evaluation: Figure out what you did after the situation stabilizes
- Novel practices apply
- Harvest wisdom

Act - Sense - Respond

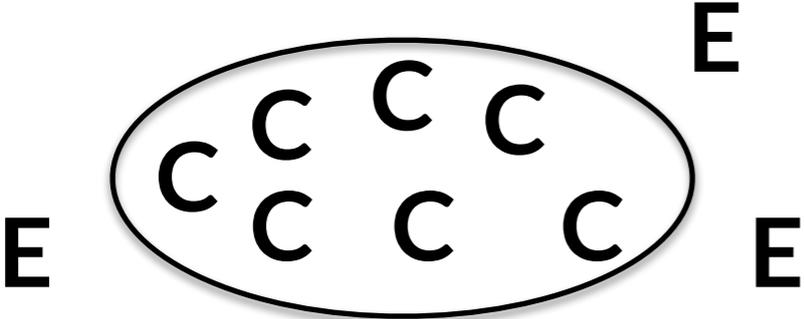
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CYNEFIN FRAMEWORK

COMPLEX

Poverty reduction
Public health
Community safety
Culture change

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CYNEFIN FRAMEWORK

COMPLEX

- Cause and effect can be understood only partially and only retrospectively
- Groups help us do it
- Evaluation: Developmental, learning monitor and keep sensing the current state and gauge against preferred direction
- Emergent practices apply
- Harvest collective intelligence

*Probe - Sense -
Respond*

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**So what does this mean for
how you do your work?**