



Ecology of Design in Human Systems

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www.ecologyofdesigninhumansystems.com

Michael Keller is an innovative consultant, catalyst, educator and 'designer' of transformative learning in human systems...developing *the artistry of designing* which enables people to innovate and adapt to emerging complex challenges while maximizing the fit between people, resources, and sustainable living –

co-creating a world where people want to belong !

Given the various challenges emerging in our social and ecological arenas, becoming able to comprehend and embrace **complexity** is critical to enhancing our future prospects for health, well-being and, possibly, even our very survival on this planet.

That said, what is important that you know about me is what I have learned over 25 years of working in organizations: Most **problems** that leaders identify and want to resolve are actually symptoms of people attempting to keep pace with the changing demands being placed on them and the organization – a whole system dynamic. Such **symptoms** are generally reflective of larger, organization-wide tension and discord that is often not openly identified or addressed – the *silent* culture of *status quo*. Without addressing the current culture context – and the “ecology” in which it is embedded -- and clarifying what really matters to its members, any efforts to address positive changes are likely to be experienced as little more than *over-simplistic band-aids*.

In 2010, I joined a colleague to offer the Ecology of Design in Human Systems – **developing 'artistry' in change agents** to cultivate adaptive response-abilities for addressing emerging, complex challenges in the world. In our experience as primarily educators and consultants of whole-system organization development, we have become accomplished **“designers” of strategic learning environments** focusing on a variety of capacity-building outcomes. Much of our work has been around in-the-moment designing for and facilitating of *change* where “the culture” of a group/team, organization/system has desired to make **a shift towards healthier workplace dynamics**.

Our work always **entails the building of trust and trustworthiness** in order to increase the prospects for efficiency and effectiveness in both the short and long-term. I am a strong advocate of learning in relationship, recognizing that any culture is defined and sustained through interpersonal communication – **the ways we talk** – and the ways we treat each other.

In addition, my work is informed from having lived overseas, in Nepal and Tibet, for ten years. I choose to work in a wide variety of client contexts: municipal, provincial, and federal governments, non-profit organizations, financial institutions, public health authorities, educational institutions (high school, college, universities), youth development agencies, resort tourism, and HR management associations – **aligning people with purpose and bottom-line effectiveness!**

In each year since 2000, I have been an Associate Faculty member in the Masters in Leadership Program, Royal Roads University, Victoria, BC. I also enjoy organic gardening, hiking, mountain biking, ice skating, singing in the car & shower, and living lightly on the planet.

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