

Management of complexity: the end of management?

Milan, 18 June 2008



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What is complexity?

It is not complication and confusion, but emerging richness

Complexity deals not only with butterflies, hurricanes and chaos.
Complexity tells us the true nature and evolution of human systems.

To learn how to manage complexity richness, it is necessary a
new paradigm of management which we call: "Sorgente Aperta".

Sorgente Aperta is: a new way to govern nations and institutions,
new methods to design strategies and to develop strategic plans,
to manage organizational change, to build new markets and
to exploit people potentialities.

In this seminar we'll guide Participants through complexity and "Sorgente Aperta".
We'll be accompanied by Bach's music
which narrates how complexity of human thought
grows and evolves.

We'll end the seminar presenting the project of an "International Knowledge Expò".

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In the morning

09.00 – 09.30 “Costructivistic” introduction

Buonaventura Cavalieri, abbè Saccheri: the seminar will start with the stories of two weird guys who, for the first time, began to build the world instead of trying to measure it. Then we'll try to make order in some concepts like: emergence, complexity, chaos, observer and some others.

Prof Gianfranco Minati.

09.30 – 10.30 Poorness of completeness and richness of incompleteness

Instead of offering certainty, mathematics guides us to discover hidden limits of every ultimate truth. Every thought, which claims to be the ultimate truth, is either banal or self-contradictory. In the same way every formalized strategic plan is either banal or self-contradictory.

So we have to discover richness of incompleteness ...

Prof. Ignazio Licata.

10.30 – 10.45 Coffe Break

10.45 – 11.15 Human beings as world creators

Water takes the form of the pot which contains it. In the same way market takes the form of whom who tries to measure it and organizations show what the observer wants to see. A “law” becomes evident: every observer does not discover how reality is, but, actually, he or she creates his or her own reality. Real challenge is to be able to create great stories, vast markets, big organizations. As successful entrepreneurs have always been doing.

Prof Gianfranco Minati.

11.15 – 12.00 Imagining evolution

A human complex system is characterized by autonomous life. A human complex system originates from processes of destruction. A human complex system develops through emergent processes which can generate dissipative structures, strange attractors or, even, its own environment.

Prof Gianfranco Minati.

11.45 – 12.45 Morning discussion

Dott. Francesco Zanotti

12:45 – 14:00 Lunch



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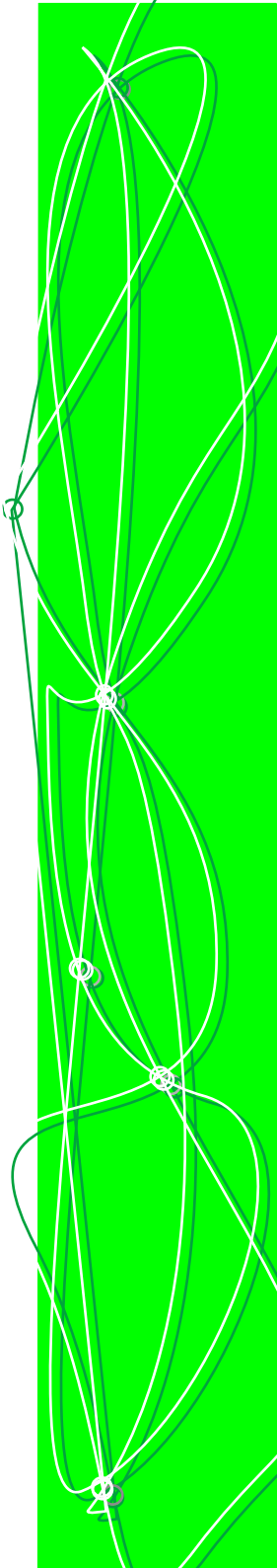
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In the afternoon

14.00 – 15.00 Human beings are not only sophisticated digital computers

Human beings are not confined in just a single dimension. This dimension is even less sequential computing. Human beings are richer than the universe they want to know.

So human beings cannot be considered just “resources”. They must be considered and “managed” as creators of their own destiny, personal and social.

Prof. Eliano Pessa

15.00 – 15.15 Coffe Break

15.15 – 16.30 Sorgente Aperta: a way to leverage complexity

How to exploit complexity, emerging richness, of human beings and human systems? Of course not through rational planning and controlling. We have developed a true new management which we defined “Sorgente Aperta”. This new way of managing complex human systems is: inspired, prophetic, highly imaginative, participative, jointly liable ed emotional.



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This new management is a new way to govern nations and institutions, new methods to design strategies and to develop strategic plans, to manage organizational change, to build new markets and to exploit people potentialities.

Dott. Francesco Zanotti

16:45 – 17:30 Final discussion

During the final discussion we'll illustrate the project for an “ International Knowledge Expò” where:

- to show the newest ideas developed in every field of human knowledge during the twentieth century,
- to discuss how these ideas can be used to generate a new ethic and aesthetic development.

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