

The 10 System Principles

Ten conditions for groups doing work no single group can do alone. Each one is a pair — a truth about how complex systems behave, and the behavior that truth asks of us.

“What can we do together that none of us can do alone?”

THE TRUTH ABOUT THE SYSTEM

THE BEHAVIOR IT ASKS OF US

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| 01 Complexity is a given | → Humility required |
| 02 The system shapes the outcomes | → Suspend blame |
| 03 Autonomy works better with alignment | → Create shared purpose |
| 04 Interdependence is inevitable | → Value the whole over the parts |
| 05 Connection enables resilience | → Make collaboration easier |
| 06 Relationships enable long-term impact | → Build trust |
| 07 Uncertainty enables opportunity | → Foster new ideas |
| 08 Capability grows through reflection | → Build a learning culture |
| 09 Strength emerges through coordination | → Build a team of teams |
| 10 Complex systems change slowly | → Make system-informed decisions |

This is the map. There's a working version.

The Fieldguide takes each principle further — what strong looks like, what the gap costs, questions for your team, and a move you can run in your next meeting. Want to see where your group stands first? Take the Collaboration Readiness Check. Both are at gensyndesign.com or reach us at connect@gensyndesign.com.