



PRESENTING
INSTITUTE

Annual Report

2020–2021



Dear Friends,

This moment of planetary and social emergency in which we are living has produced two main narratives. The first one deals with the crises related to the three big divides of our time: ecological, social, and spiritual. The ecological divide has produced shocking levels of biodiversity loss and has led to a “code red” tipping point toward climate destabilization: wildfires, floods, falling water tables, and climate-related mass migration. The social divide shows up in intensifying polarization, inequity, and systemic racism, as well as in the collapse of old systems and structures. The spiritual divide is manifest in an epidemic of mental health issues, including burnout, anxiety disorders, and depression. That’s the first story: an old civilization is in the process of dying and self-destruction.

The second narrative is perhaps the most significant and least well-told story of our time. It’s a story about the birth of a new civilization: a new set of societal structures based on bridging (rather than widening) the three divides. It’s a movement still in its infancy, taking shape across the planet with a thousand different faces. And in some places the movement has sparked initiatives that have led to profound transformations, reflecting desires shared by people across countries, sectors, and systems.

At the Presencing Institute we have spent the past 15 years refining prototypes and the tools and methods required to transform our old economic, governance, leadership, and learning systems. In this extraordinary time of the global pandemic 2020–2021, we have been able to respond nimbly to the challenges it has presented. We have tailored new initiatives, including GAIA and the Global Forum, to be more culturally and linguistically relevant to participants in other countries. This report shares some of the tremendous work that has taken place, thanks to the readiness of our team and community to pivot fully into online spaces (launching the U.Academy and SDG Leadership Labs; upscaling our research), to help hundreds of thousands of changemakers, leaders, and pioneers activate their deeper co-creation capacities.

But this is just the beginning.

Serving the Emerging Future

Please join us on this journey into the Decade of Transformation as we prototype new economic, social, and cultural forms that integrate and bridge the three divides and make it possible for a better civilization to take root, connect, and grow.

The time to act is now. The opportunity for civilizational renewal is in our hands and hearts.

Otto Scharmer,
Co-Founder of the Presencing Institute

Table of Contents

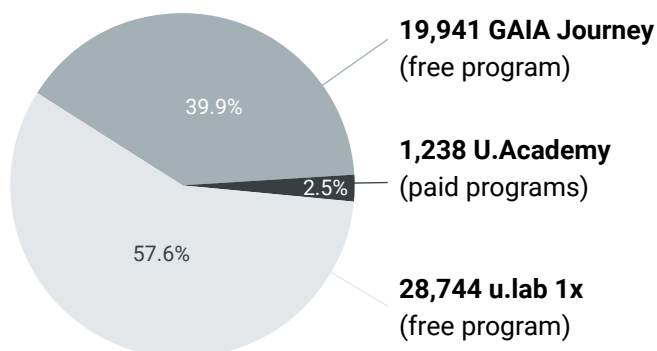
Letter from Co-Founder Otto Scharmer.....	1
Presencing Institute in Numbers, 2020–2021	3
What We Have Done	4
Offerings	4
Labs	12
Research.....	14
Knowledge Products.....	14
What We Have Learned	16
Connection	17
Community	19
Confidence & Capacity.....	22
Team.....	24
Future Vision	27
Partners.....	28
Financials	29

Presencing Institute Program Enrollments 2020–2021

268K total enrollments in PI free programs

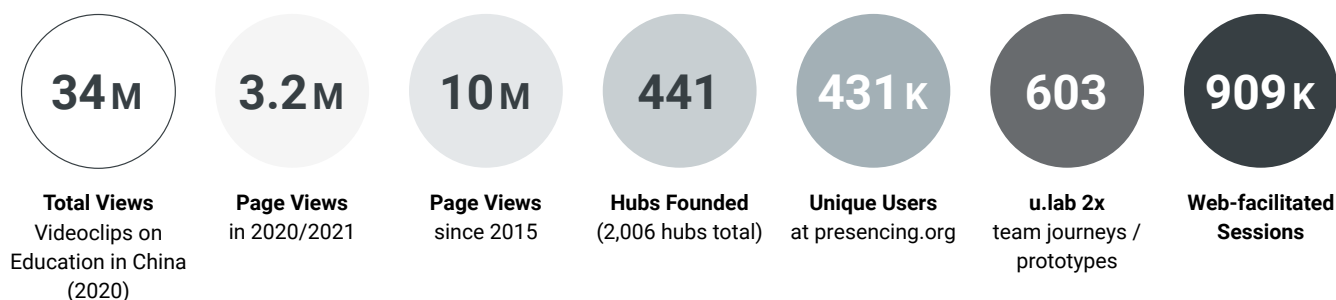
(u.lab, GAIA) since 2015

48.7K free program enrollments 2020–2021



Presencing Institute in Numbers

2020–2021



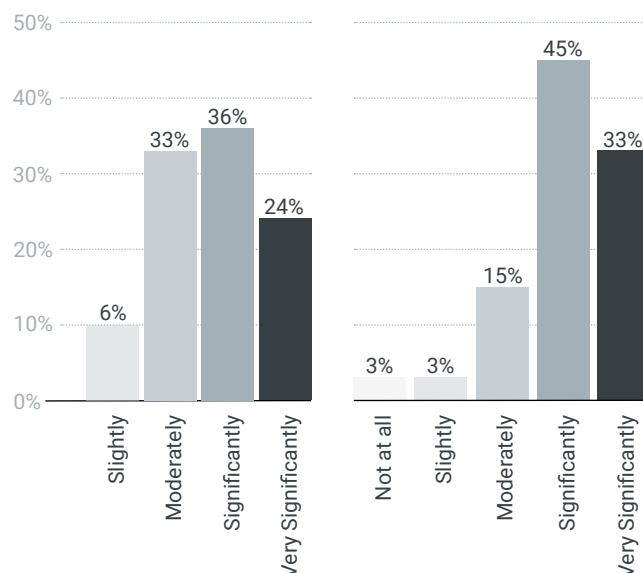
Institutional Work

69% of program objectives fulfilled

with UN SDG Leadership Labs 2020–2021

78% of respondents thought that the program significantly or very significantly achieved its objective **of helping develop prototypes that reflect collaborative leadership with their colleagues.**

60% of respondents thought that the program significantly or very significantly achieved its objective **to build and strengthen leadership capacities in systems thinking, collaboration, and action learning.**



What We Have Done

Free & Paid Programs and Offerings

Throughout 2020–2021, the Presencing Institute greatly ramped up the co-creation and delivery of its capacity-building programs (online journeys and programs, both free and paid), and leading-edge online events (GAIA Journey and Global Forum). The intensification of action research, conducted worldwide through social innovation labs and the development of new knowledge platforms and products, has continued to support and scale PI's commitment to enabling profound societal innovation on the cusp of the emerging future.



u.lab 1x 2020 Hubs map: 441 Hubs founded (2,006 Hubs total)

u.lab 1x

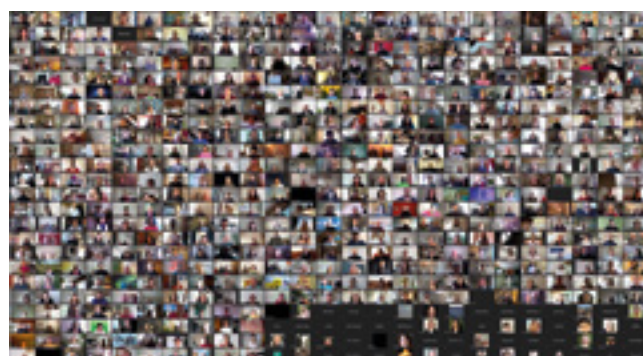
Since 2015, the annual 14-week online course u.lab 1x has attracted over 200K participants from 185 countries around the world. In 2020–2021, “u.lab 1x — Leading from the Emerging Future”, had 28K participants globally.

Over 2,000 Hubs have been created by “u.lab 1x” course participants to learn and practice Theory U tools and methodologies together. 441 Hubs were founded in 2020 (2,006 Hubs total – see image above).

Hubs are self-organized topic- and place-based groups with the goal of reinventing systems and societies. They meet online or in person (when possible) to connect around a shared context and practice implementing social methodologies together.

u.lab 2x

“u.lab 2x — An Accelerator for Systems Transformation” builds on the 1x program, taking selected teams toward prototype deepening and development through multi-stakeholder engagement. It has counted 601 team journeys and produced just as many prototypes.



1,000 participants gathered online at the u.lab 2x kickoff session on February 18, 2021.

***Democratizing access to the methods and tools
for catalyzing profound change***

u.lab prototypes

A small selection from the countless community-based projects and prototypes that were born and amplified through the “u.lab 1x” and “u.lab 2x” programs

SUPPORTING THE ACTIVATION OF A PAN-EUROPEAN,
CITIZEN-LED, CLIMATE MOVEMENT

EU Climate Pact

Reaching beyond those already committed to climate work, to practice deep listening into systems

17 team members

7 countries

NAKIVALE REFUGEE CAMP - UGANDA

Healing through Story Sharing

Healing from traumatic stress through the telling of our own stories

170+ Ambassadors in the
1x learning community

1,000 Climate Pact
Ambassadors active
across Europe

monthly Climate Pact
u.lab Hub meetings
and Coaching Circles

INTERNATIONAL

Bridging the Divide

A project exploring the inequity between local and international actors in the humanitarian aid sector

5 core team members

20–30 participants per
session

115K+ refugees
in the refugee camp

1 university professor

3 former students

pioneering
new business models

ZARAGOZA, SPAIN

Supporting Sustainability & Ecological Transition

A University of Zaragoza professor and former students collaborate to develop new business models in the region

CONNECTING & ACTING FROM THE HEART

The Heart Revolution

When a desire to Change the World Now becomes a realization that what's actually needed is a "Heart Revolution"

17 core & extended
team members

85 international
participants from

13 countries

500+ students

Senior Leaders
involved

Integrated Learning

MUMBAI, INDIA

Using Theory U in Higher Education

Enabling vertical literacy in higher education using Theory U at the ITM Business School in Mumbai

BRAZIL

Cambia Festival

Building Community in the Face of Ecological Breakdown

exploring by doing

building meaningfully
together

Reviving cultural heritage



15K+ members of the
worldwide community

Co-held by **185+**
volunteers

21 online sessions

8 language tracks

GAIA Journey

Global Activation of Intention & Action

**A worldwide community of over 15K people
with 8 different language tracks.**

The GAIA Journey was our in-the-moment response to emerging disruptions: the Covid-19 pandemic, the climate crisis, and widespread inequality and social injustice. The journey consisted of a series of free online sessions each month focusing on a specific area for societal transformation and planetary healing.

GAIA fostered conversations and showcased a stellar line-up of inspirational guests, including Vandana Shiva, Nipun Mehta, Fritjof Capra, and Peter Senge, among many others. Together we moved through practices of global sense-making, leaning into the current disruptions, to help us clarify our intentions and develop the action-confidence to move toward civilizational renewal.

Speakers, from top left to bottom right:

Dr. Noel Nannup: Indigenous Wisdom, Dayna Cunningham: Structural Violence, Dr. Angel Acosta: 400+ Years of Inequality, Shobi Lawalata: Climate Sensing, Arawana Hayashi: Embodiment, Ubiraci Pataxó: Lies of Colonization, Vandana Shiva: Democracy and Justice, Jon Kabat-Zinn: Mindfulness, Fritjof Capra: Lessons for Humanity, Julia Kim: Gross National Happiness, Thomas Hübl: Healing Collective Trauma, Martin Kalungu-Banda: Leadership for the future, Prudence Kalambay: Human Like Everyone Else, Ximena Dávila: Cultural Biology, Frédéric Laloux: The "I" and the "We", Tracey Osborne: Climate Justice, Peter Senge: From Intention to Vision, Nipun Mehta: Stories of Compassion, Humberto Maturana: Cultural Biology



Global Forum | Stepping into the Decade of Transformation

The 2021 Global Forum was an interactive event held to collectively step into the Decade of Transformation, featuring visionaries such as Angel Acosta, Thomas Hübl, and Melanie Goodchild. The forum further built on the movement to shift human consciousness and cultivate the inner conditions to allow for transformational societal change. An interactive event, blending both live online sessions and personal audio sessions, the Global Forum provided an opportunity for 1,246 people to connect with the current moment, themselves, and each other.

84 audio tracks in **6** languages
8,486 listens across **65** countries
20 community-hosted sessions in **8** languages



1 Arawana Hayashi, 2 Nora Bateson, 3 Thomas Hübl,
 4 John P. Milton, 5 Melanie Goodchild, 6 Dr. Angel Acosta

Audio Garden

The Audio Garden was a temporary online repository of short downloadable audio files (sounds, music, stories) co-created by the Global Forum community. Between the Global Forum sessions, participants could step away from their desks and experience a solo listening journey with a playlist of their choice. 8,486 Audio Garden tracks were downloaded, from which countless insights emerged for our work in the coming weeks and months — both individually and collectively.



I DoTS

Dialogues on Transforming Society & Self

In February and March 2020, speakers Angel Acosta and Drew Jones were Otto Scharmer's special guests in the online "lunchtime" series Dialogues on Transforming Society & Self (DoTS). Launched in 2019, the series addresses some of the key acupuncture points of societal transformation.

Drew Jones is Co-Founder and Co-Director of Climate Interactive and an expert on international climate and energy issues. He invited participants to the EN-ROADS simulator, exploring with them the likely cumulative consequences of actions and decisions made about energy supply, transportation, and population growth.

Dr. Angel Acosta teaches in the Curriculum and Teaching Department at Teachers College, Columbia University. Using a mindfulness-based and contemplative approach, his work helps communities understand the history of structural inequality and human connection as a pathway toward restorative justice.

1,704 registrations in 2020
(6,067 including 2019)

Participants from
85+ countries

Connecting
facts to heart

Addressing Key Acupuncture Points of Societal Transformation

600 interactive
Zoom participants

400 livestream viewers

Registrations from
80 countries

Facilitated in
8 languages

I TEDx Countdown

The Presencing Institute responded to an invitation to collaborate with Countdown in a global initiative powered by TED and Future Stewards. Participants from around the world gathered for the TEDx GAIAjourney live event in October 2020 to explore the question: How can we learn to operate from a place of open mind, open heart, and open will in order to create broad-based systems change?

Speakers, from top left to bottom right:

Tracey Osborne, Arawana Hayashi, Otto Scharmer, Martin Kalungu-Banda, Shobi Lawalata, Antoinette Klatzky

TEDx
GAIAjourney

Launched in
April 2020

21 program offerings

1,236 participants

U.Academy | Awareness-Based Leadership Programs

Paid online programs for professionals seeking to develop or deepen their understanding of Presencing and Theory U

In swift response to the first lockdowns that were being implemented around the globe, a founding team consisting of Julie Arts, Angela Baldini, and the most experienced senior faculty of the Presencing Institute accelerated the development of new programs to address what was most needed in the moment. They re-designed existing in-person offerings, adapting them for the online environment.

The vision is to develop a combined online/offline learning strategy in different languages with a focus on developing regional cohorts.

U.Academy (UA) was launched in April 2020, months earlier than planned. U.Academy has been offering focused modules to help leaders, changemakers, teams, and organizations initiate and sustain transformational change based on Theory U and Presencing practices and frameworks. In 2021, UA also developed 2 self-paced programs, and over the course of 18 months, 1,236 participants learned in cohorts with direct faculty engagement in 21 program offerings.

Dignity of Labor Supporting Migrant Laborers

During the first lockdown, 23 million migrant laborers were stranded on India's highways without food, transport, or shelter.

Manish Srivastava (Presencing Institute), Nirvana Laha, Vijaya Nair, and Sonali Gera invited 23 grassroots changemakers representing 10 leading social enterprises across the country to co-initiate a citizen collective called Dignity of Labor (DoL). They hosted weekly action-dialogues to bring heads (policymakers), hearts (citizen activists), and hands (NGO/relief workers) together to support the migrant laborers.

Manish invited the Presencing Institute's Social Arts Team (Arawana Hayashi, Angela Baldini, and Olaf Baldini) to apply the social technology tool of 4D Mapping to make visible the deeper systems dynamics and long - ings of the stakeholders in the midst of the migrant crisis. Their 4D Map exploration was presented at the Global Forum and at three subsequent gatherings in India. It led to deeper dialogue, rapid funding, and compassionate action.

The prototypes that emerged from DoL included women-led rural enterprises (to encourage reverse migration), a community radio station, collaborative enterprises, and welfare actions to reduce inequities between urban and rural populations.

23 M stranded
migrant laborers

10 social enterprises

23 changemakers

4 prototypes leading to
multiple actions of solidarity

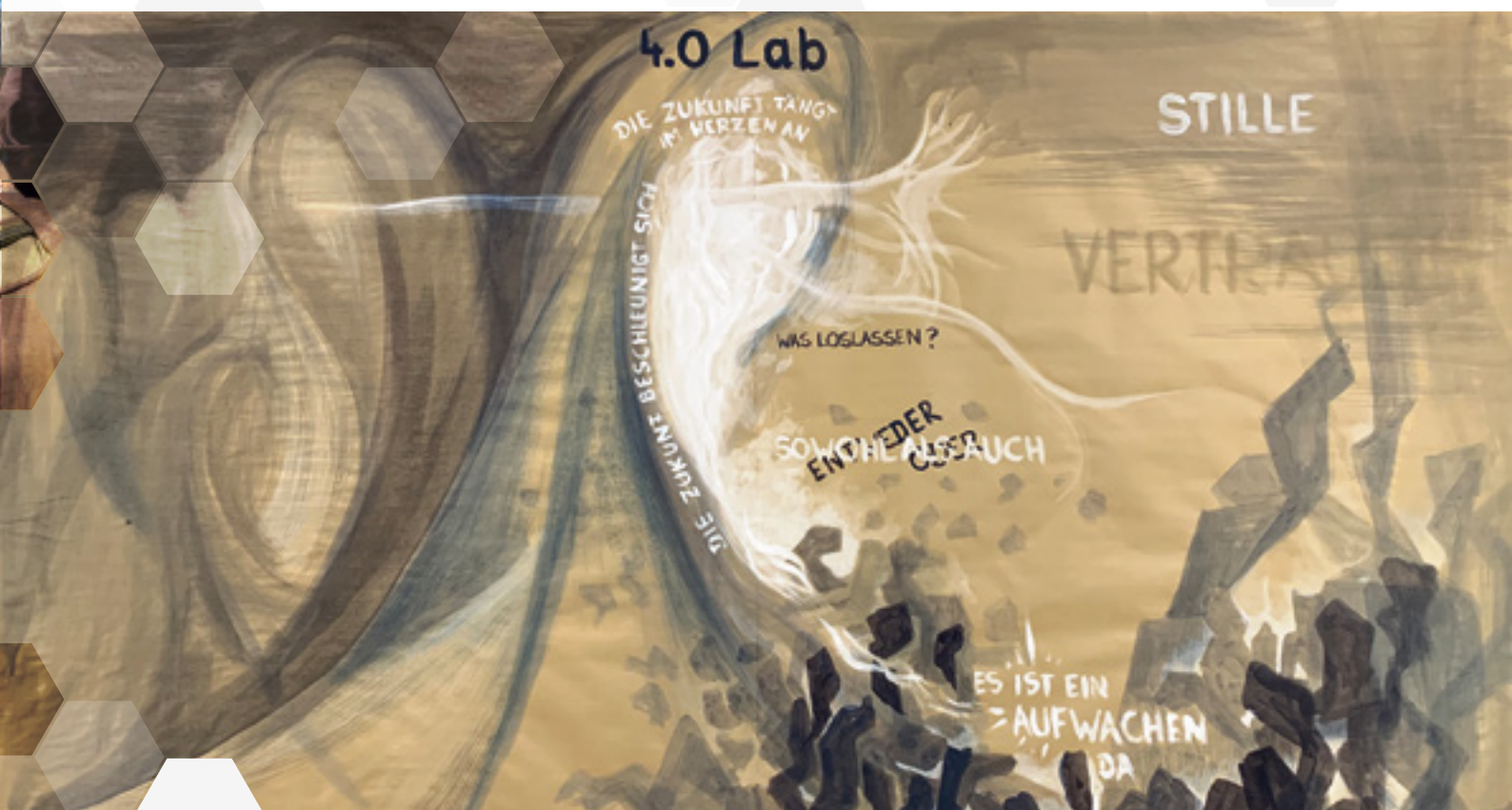


Regenerative Agriculture Weaving for a Thriving Planet

Organizations committed to systems change have formed an alliance to restore ecosystems, create green economies and thriving communities, and support whole-system transformation through the scalable concept of Bioregional Weaving Labs (BWL). The core alliance consists of Commonland, Ashoka, the Presenting Institute, and DERA (Drawdown Europe).

The BWL facilitates multi-stakeholder workshops (involving local innovators, policymakers, business-people, and private citizens) to explore the underlying causes of landscape degradation and develop colla-

borative actions for landscape restoration based on systemic understanding, trust, shared intention, distributed knowledge, and funding.



4.0 Lab Innovating across Food, Agriculture, Health & Education

The 4.0 Lab is a learning and innovation platform for innovators from different sectors, including regenerative agriculture, holistic health, and education. Over the past year the 4.0 Lab has hosted a learning community of 20 pioneers from these sectors and supported them in weaving their connections and deepening collaborative experiments to accelerate the impact of their initiatives.

Research, Development & Knowledge Products

Research & a New Journal

Articulating, supporting, and making visible the process of awareness-based systems change

In February 2021 we launched the *Journal of Awareness-Based Systems Change*. Oliver Koenig (Bertha von Suttner University), Megan Seneque, Eva Pomeroy, and Otto Scharmer make up the editorial team and Kely Bird, Sarina Ruiter-Bouwhuis, and Priya Mahtani the production team.

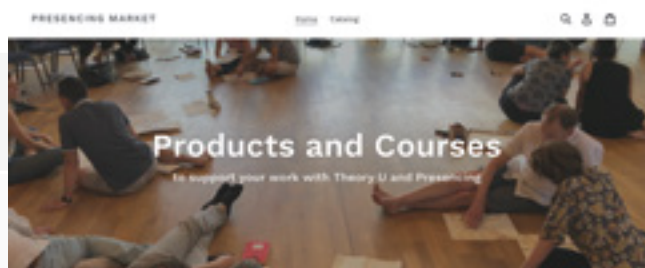
The inaugural issue has garnered 17,343 views and downloads since its inception, and the second issue was published in late November 2021. We also maintain a library of relevant publications on the PI website. In the coming months, we look forward to strengthening our internal research ecosystem, co-convening two online events for the wider research ecosystem, revamping the research section of the website, and developing a fundraising strategy.

February to November 2021
Launch of journal

17,343 views and downloads

11 chapters and articles
published by PI core team

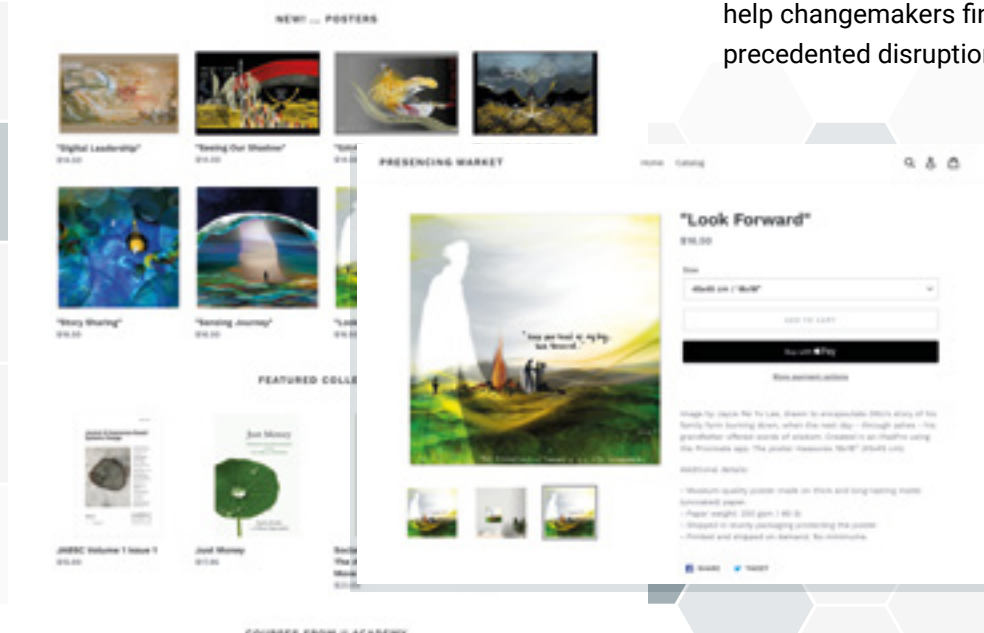
3 online events held for the
global research community



Presencing Market

Products and Courses to support work with Theory U and Presencing

The Presencing Market, launched in December 2020, is an online portal to digital and physical products that help changemakers find new solutions in an era of unprecedented disruption and potential.



\$33,410.66 total sales

16,546 online sessions

790 total orders

The Systems Transformation Metric

Measuring Impact for System and Self

An evaluation framework for individuals and teams to assess their capabilities for leading transformational change

Building on Otto Scharmer's "Matrix of Systems Learning & Leadership", Becky Buell, Eva Pomeroy, and Liz Moyer Benferhat have developed an initial evaluation framework — the Systems Transformation Metric — that allows individuals and teams to assess their capabilities for leading transformational change. The framework is built on three key dimensions of change: mindset shifts, relational shifts, and action shifts.

The team has begun to test the framework within the UN system through the SDG Leadership Labs and will continue to test it in future programs. The next step will be to develop it into a tool that organizations and individuals can use to evaluate their capabilities to lead transformational systems change.

Mindset shifts

Relational shifts

Action shifts

Generative Scribing by Kely Bird - translated into traditional Chinese by Crystal Huang and Jayce Pei Yu Lee and published by HEREWEGO CREATIVE Co., LTD.

Books

From Regenerative Finance to Social Arts

3 books were published in 2020 and 2021 by our senior faculty and practitioners.

SOCIAL
PRESENCING
THEATER

THE ART OF MAKING
A TRUE MOVE

間

ARAWANA HAYASHI
FOREWORD BY OTTO SCHARMER

Just Money

MISSION-DRIVEN BANKS
and the
FUTURE of FINANCE

Katrin Kaufer
and Lillian Steponaitis

What We Have Learned

Through Some of our Living Examples of Ecosystem Activation

Connection

Transformation literacy is grounded in deepening our connections to ourselves, each other, and the planet in order to bridge the ecological, social, and spiritual divides.

Community

Across the planet, PI programs have empowered the activation of local initiatives and regional ecosystems through the use of awareness-based systems change tools.

Confidence & Capacity

Learning by doing is a powerful way for individuals, teams, and organizations to build the muscles of versatility, creativity, and action-confidence. The capacity to operate in conditions of disruption by tuning into the possibilities of the emerging future is more relevant now than ever before.

PARTNERING WITH
THE UNIVERSITY OF CALIFORNIA
CENTER FOR CLIMATE JUSTICE

Climate Justice

Addressing the climate crisis through science, systems thinking, and social-ecological justice

The Presencing Institute collaborated with the University of California Center for Climate Justice on a 2-day event to launch the Center and bring awareness to climate change as a social justice and equity issue. Taking place on Earth Day 2021, the event included a ceremonial opening led by indigenous peoples, keynote presentations, awareness-based practices, a fire-side chat, panel discussions with scholars and practitioners of climate justice, and a closing celebration featuring musicians and spoken-word artists. Moving forward, the Presencing Institute and the Pachamama Alliance will partner on key aspects of the Center's climate justice massive open online course (MOOC) to support social transformation and cultivate collective action on issues of climate justice.

1,216 participants
registered for the event

6 panel discussions

Partnership between the
Presencing Institute,
Pachamama Alliance,
and the University of
California Center for
Climate Justice

SOCIAL PRESENCING THEATER
APPLIED TO SOCIAL CHANGE

Creating Thriving Communities

In partnership with thousands of people with intellectual disabilities who are developing innovative ways to thrive in their communities

These practitioners are seeking fresh ways to broadly transmit the essence of the work to future generations: making space for the imaginative spirit through embodied practices, to foster generative relationships. A 4D Mapping session was offered on April 15, 2021, during a virtual u.lab 2x session that included more than 500 global participant-observers. The experience produced significant insights into ways the group was constrained by the current industrial care system and identified numerous ideas for restructuring the work. The practitioners are prototyping new forms of mutual engagement that address the concerns of people with disabilities, their direct-support care workers, and family members. Theory U practices and the Social Arts are woven throughout these initiatives.

14 practitioners

in partnership with
thousands of people

500+ observers
during a u.lab 2x
4D Mapping session

EMBODIED PRACTICES APPLIED ONLINE

Developing 4D Mapping Online

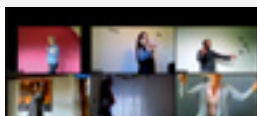
New approaches to applying established SPT embodied methodologies in online contexts

research team of 6

4 prototypes tested with real cases

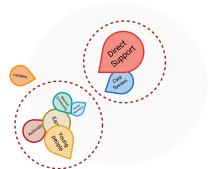
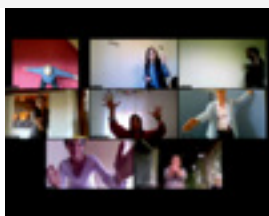
approx. 600 community members involved

SCULPTURE 1: SCATTEREDNESS OF THE SYSTEM



Miro created by Sebastian Jung

SCULPTURE 2: CENTERS ARE BUILDING UP



EVERYONE IS AN ARTIST

Social Arts

Creating social resonance by activating the collective intelligence through open mind, open heart, and open will

co-creative

art-making

processes



2.9 K registered
participants online

50+ live sessions

20 countries reached

TEORÍA U EN ESPAÑOL

Voices of Latin America

Global Spaces for listening and activating, created and held by the Spanish-speaking community

The Spanish-speaking ecosystem first became engaged with Theory U during the GAIA Journey. From there, Teoría U en Español evolved organically into a holding space for u.lab 1x & 2x and the Global Forum, covering 50+ live sessions in 2020–2021. The reach of Teoría U en Español now extends to over 20 countries; the holding team itself hails from Argentina, Colombia, Chile, Guatemala, Perú, Puerto Rico, Uruguay, and Venezuela. With an enthusiastic global-local spirit, the team continues to evolve toward its highest possibility and to find grounding for the courageous actions that our times demand.

UBUNTU.LAB

Systems Change for Africa

Activating curiosity and fresh thinking among Africa's change leaders

Ubuntu.Lab's 2020 program targeting leaders of organizations sparked their adoption of Ubuntu-led systems change. The 2021 program was a deep-dive sensing journey into issues of identity, soil and food sustainability, democracy, economic transformation and finance, education and the digital divide, and healing collective trauma. Enlightening dialogues with wisdom figures activated curiosity and fresh thinking among Africa's change leaders. The online programs attracted hundreds of participants from 28 African countries and 13 other countries across the globe.

15 faculty members

594 participants

28 African countries +
13 non-African countries
with large African
representation

UNITED IN DIVERSITY

Whole-System Sensing in Indonesia

Nurturing a cadre of next-generation environmental practitioners to act sustainably and equitably, imbued with the spirit of indigenous wisdom

5 workshops spanning
5.5 months

60 participants from
9 societal sectors

22 regional provinces
represented

Image by Indrazaka
@privatelaboratory for
United in Diversity.

UMI TAIWA

Fukushima Sea Dialogue

A multi-stakeholder dialogue about the contaminated treated wastewater of Fukushima's nuclear power plant

8 dialogue sessions

30–50 participants
per session

9 core team members

HIGH SCHOOL EDUCATION

Future-Imagining in Taiwan

Teachers and teenage students explore what it means to investigate new ways of learning

6 core team members

17+ classes of high school students involved

Theory U woven into the curriculum

GAIA GAYA

SDG Advocacy through Game & Dialogue

Sustainability dialogues emerging from a "Possible World Game" in the Philippines for transforming ourselves and the world

1K+ participants

41 online sessions

3 prototypes tested

PESCA GALAPAGOS

Sustainable Fisheries

Using Theory U to support a regional cross-sector planning process for the Galapagos

3 islands

4 organizations in alliance

cross-sector vision & prototypes

UNDP & PRESENCING INSTITUTE PARTNERSHIP

UNDP Transformational Literacy

Dialogue series and action-learning lab for UN staff and members to build their capacity to achieve systems change

400+ UN members

5 global dialogue sessions

4 months of action-learning labs for 350 changemakers across agencies



38K learners in the "Just Money" MOOC

157 graduates

book published in 2021

MISSION-DRIVEN BANKS & THE FUTURE OF FINANCE

Just Money

A community of practice for bankers using finance as a tool to address pressing societal and ecological challenges



RADICAL REGENERATION OF SOCIETY & SELF

Pathways for Transformation

Shaping developmental pathways for individualized journeys within a framework of awareness-based systems change

developmental architecture

user-centered design

presencing practices



TOWARD ACHIEVING THE SDGS

UN SDG Leadership Labs

Facilitated Leadership Labs by the Presencing Institute for United Nations Leaders in 14 countries

In March 2021, the Presencing Institute began designing and facilitating Leadership Labs for United Nations leaders in 14 countries. Seven of the labs were launched by July (Bolivia, Ghana, Jamaica, Moldova, Serbia, Tanzania, and Uzbekistan), with the remainder due for completion by the end of 2021. Each lab involves senior leaders and staff from the UN teams operating in the country and focuses on increasing the effectiveness of the UN agencies in working collaboratively to support the achievement of the Sustainable Development Goals. The labs develop new prototype initiatives to turn participants' insights into action and build stronger relationships across the UN country teams to enable more effective ways of working.

14 countries

300 senior leaders
and staff

42 prototypes

1199 UNION OF
HEALTHCARE & COMMUNITY WORKERS, NEW YORK

Leadership in Action

Supporting union leaders in efforts to bring about societal shifts and systems change

New York City has been at the forefront of some of the greatest societal challenges and social movements we have seen in the past year, as well as the source of intense expressions of solidarity and community determination to bring about change in healthcare and homecare systems. In partnership with Community Innovators Lab (CoLab) at MIT, PI worked with over 40 union leaders in New York in 2020 to support the activation of their leadership and wisdom in efforts to bring about systems change. Over 6 months, CoLab, PI, and the 1199 Education Department designed, tested, and delivered a program that, in the words of one participant, "gave us the courage and conviction to do the work we know needs to be done for our communities."

Engaging **40+**
union leaders

Programming over
6 months

Partnership between PI,
Community Innovators Lab
(Colab) at MIT, and the 1199
Education Department

Presencing Institute Team

PI Team of Teams

PI Board

6 members holding legal governance responsibilities
+ 3 Board Committees: Executive Committee; u.school Strategy; Finance Model

Management Team

6 people overseeing PI finance, personnel and overall management

Operational Team

8-10 people in roles designed to keep systems, teams and communications aligned

Strategic Leadership Forum

Strategic overview group of 12+ people with lead roles across PI, gathering on an ad hoc basis to review strategy and direction

PI Faculty and Practitioners

Senior PI Faculty

10-14 people overseeing curriculum, program quality, and faculty ecosystem

PI Program Faculty

20-30 people delivering programs

PI Practitioners

60-100+ people independently delivering work based on Theory U

Core Team

PI-wide team of 25+ people involved in developing and implementing PI programs and supportive infrastructure

Project Teams

10+ teams dedicated to developing and delivering major PI initiatives

Global Team

70+ PI practitioners from across the PI ecosystem providing mutual support in the development and delivery of PI programs around the world

Board

Becky Buell, Strategy & OD Consultant, MIT Community Innovators Lab, Oxford, UK

Dayna Cunningham, Dean, Tisch College of Civic Life, Tufts University, Medford, MA, USA

Maxime Houinato, Regional Director, UN Women, East / Southern Africa

Antoinette Klatzky, VP, Eileen Fisher Foundation, New York, USA

Dr. Christian v. Plessen, Senior Physician, Unisanté, Lausanne, Switzerland

Dr. C. Otto Scharmer, Board Chair, Senior Lecturer, MIT Sloan School of Management, Cambridge, MA, USA

Team

Julie Arts, Senior Faculty, U.Academy

Florentina Bajraktari, Global Programs Manager

Angela Baldini, Managing Director, PI Europe / Co-Founder, U.Academy

Olaf Baldini, Website, Graphic Design / Generative Scribing

Kelvy Bird, Knowledge Management / Director, Generative Scribing

Maria Daniel Bras, Lead, Digital Strategy

Deniz Cengiz, Operational Coordinator, Online Programs

Carmen Chacra, Operational Coordinator, U.Academy

Stefan Day, Media Strategy & Story Activation

Goetz Feeser, Managing Director, PI Europe

Marian Goodman, Senior Faculty

Grâce Victoire Gueye, Program Manager, SDG Labs

Arawana Hayashi, Co-Director, Social Presencing Theater / Senior Faculty

Rachel Hentsch, Lead, Communications

Kenneth Hogg, Director, Institutional Partnerships

Sebastian Jung, Lead, Social Presencing Theater, Research & Development

Katrin Kaeufer, Executive Director

Aggie Kalungu-Banda, Co-Founder, Ubuntu.Lab

Martin Kalungu-Banda, Co-Founder, Ubuntu.Lab, Senior Faculty

Leslie Koentje, Executive Assistant

Priya Mahtani, Lead, Editorial Team

Laura Pastorini, Lead, Latin America Development & Learning

Jayce Pei Yu Lee, Visual Storyteller / Generative Scribing

Eva Pomeroy, Lead, Research & Development

Janice Spadafore, General Manager

Manish Srivastava, Co-Director, Social Presencing Theater / Senior Faculty

Global Network of Practitioners and Volunteers

We would like to extend our deepest thanks to all of the amazing practitioners, artists, and faculty for their devotion to the work and goals of the Presencing Institute over the past several years. Without their engagement and dedication, the accomplishments and results described here would not have been possible.

“

All we need to do is to have a piece of the path to the future that is ours; and we polish that and we hone that, and we place that in the pathway that we are building; and of course as we build that pathway it changes us as the builders of the path and it also shapes the destination we are going to.

**Dr. Noel Nannup, Aboriginal Noongar Elder
GAIA Journey**

Future Vision

Our work is inspired by a vision of civilizational renewal that is grounded in *bridging the three divides* of our time: ecological, social, and spiritual. This vision makes us part of a larger movement that is already manifesting in places, organizations, and communities across the planet. Many people from every walk of life believe in the need for profound systems change, but do not yet know how to step into action.

The Presencing Institute has provided an *activation mechanism* designed to focus on the potential for change, as we have shown in countless labs, prototypes, and free learning infrastructures like u.lab and GAIA. Our vision is to grow the seeds of change into a fully integrated school for transformation that shifts the *inner place* of learning from head to heart and from heart to hands — and moves the *outer place* of learning from the classroom to the real world.

The *u.school for transformation* democratizes access to awareness-based systems change. It consists of five core elements:

- access to new methods and tools;
- practice fields where new behaviors can be learned and adopted;
- arenas of activation to spark and connect with our highest aspirations;
- ongoing and customized support structures to review, refocus, and regenerate as needed;
- cutting-edge research and knowledge creation.

We know that in order to really transform a system, we need to shift our consciousness. This shift — from *ego-system* to *ecosystem* awareness, focusing on the well-being of all living beings — needs a support structure.

The *u.school for transformation* has a vision to democratize access to such a support structure. It is a school without borders, connecting changemakers and movement-makers across systems, supporting them with an action-learning environment that integrates head, heart, and hands to co-create a just, inclusive, and regenerative society for all.

Supporters

We are profoundly grateful to our generous supporters:



Partners

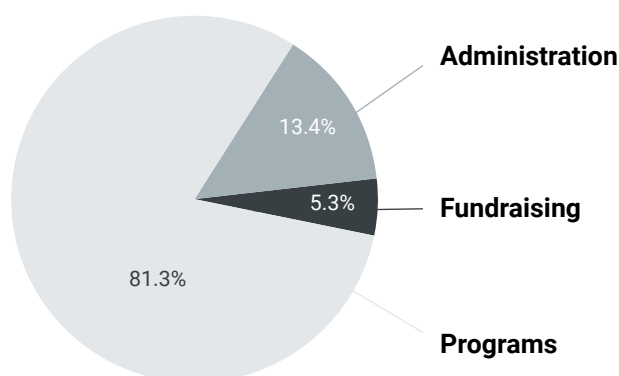


Presencing Institute Financials

2020–2021

Operating Expense by Function

Fiscal Year Ended June 30, 2021



Summary Profit and Loss Report

Fiscal Year Ended June 30, 2021

Revenue & Support	
Institutional Engagements	\$ 917,138.50
Grants (Exchange & Non-exchange)	\$ 763,069.94
Donations	\$ 751,755.61
Program Tuition	\$ 591,624.40
Products, Coaching & Other Income	\$ 35,211.68
	\$ 3,058,800.13
Cost of Goods	\$ 11,936.10
Gross Income	\$ 3,046,864.03
Operating Expenses	
Staff & Faculty	\$ 2,566,850.86
Website & Platforms	\$ 116,913.24
General Administration & Depreciation	\$ 88,156.66
Professional Services & Insurances	\$ 42,959.40
Total Operating Expenses	\$ 2,814,880.16
Net Income	\$ 231,983.87

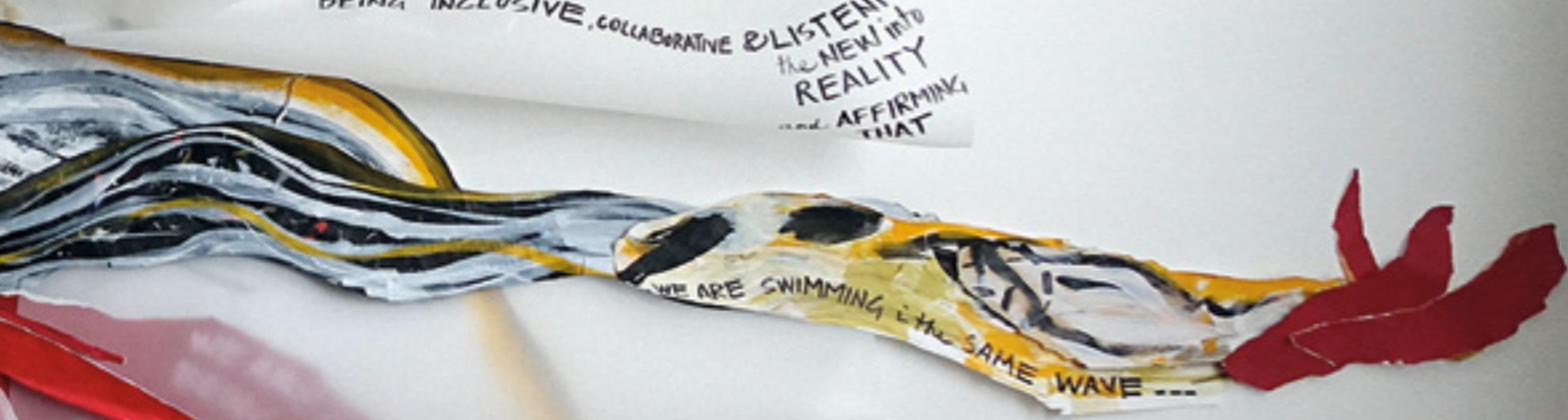




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TAMARILLY
MANT ONRESSUP
MENT...
NG WHEN IS the
TIME for
ITMENT

PEOPLE ACT LIKE ONE
GATHERING PEOPLE and

BEING INCLUSIVE, COLLABORATIVE & LISTENING
the NEW into
REALITY
and AFFIRMING
THAT



WE ARE SWIMMING in the SAME WAVE
LEAP & FALL
FUTURE
REQUIRE

ENTION



“

The ability to shift from reacting against the past to leaning into and presencing an emerging future is probably the single most important leadership capacity today.

Otto Scharmer,
Leading from the Emerging Future

