

## U-THEORY

### In brief

Professor Otto Scharmer's U-Theory (also called the Theory of the blind point of leadership) is a useful starting point for reflecting on the ways in which companies, and organisations in general, react in moments of crisis.

### What is it?

Scharmer's U-Theory analyses reality in detail, trying to overturn the usual processes used in the past, getting rid of habits, of consolidated ideas and prejudices, in order to arrive at a new, different future. Because, in order to arrive at a real future of change, in which current and new problems need new solutions, we must leave the easy road on the surface and go further down, with a process of immersion and resurfacing that has a typical U shape.

The U model is used in coaching, in organisational consulting, in team building, but also at an individual level.

### What is it for?

- listening effectively to others, ourselves, and what comes out of the collective
- suspending the "voice of judgement"
- dealing with resistance to thoughts, emotions, and will and being open
- letting the future out by making it emerge from the entirety of the system rather than from a partial element or a group of particular interest

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