The Systemic Growth Framework (SGF)

Towards an Integrative Systemic Perspective on Sustainable Individual and Organisational Growth

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“Applied Systemic Management in AI Era”

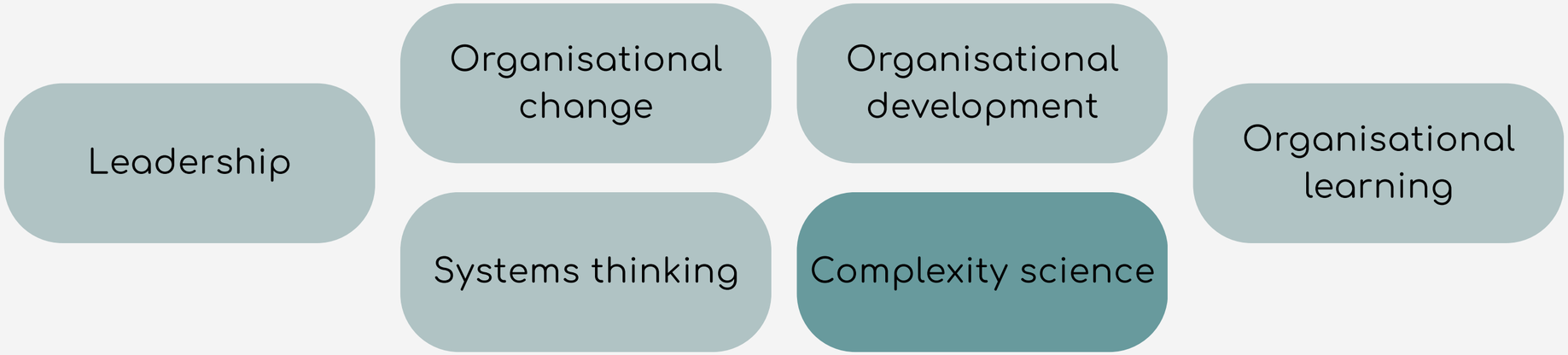
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The challenge

Sustainable individual and organisational growth has been examined across several established traditions.

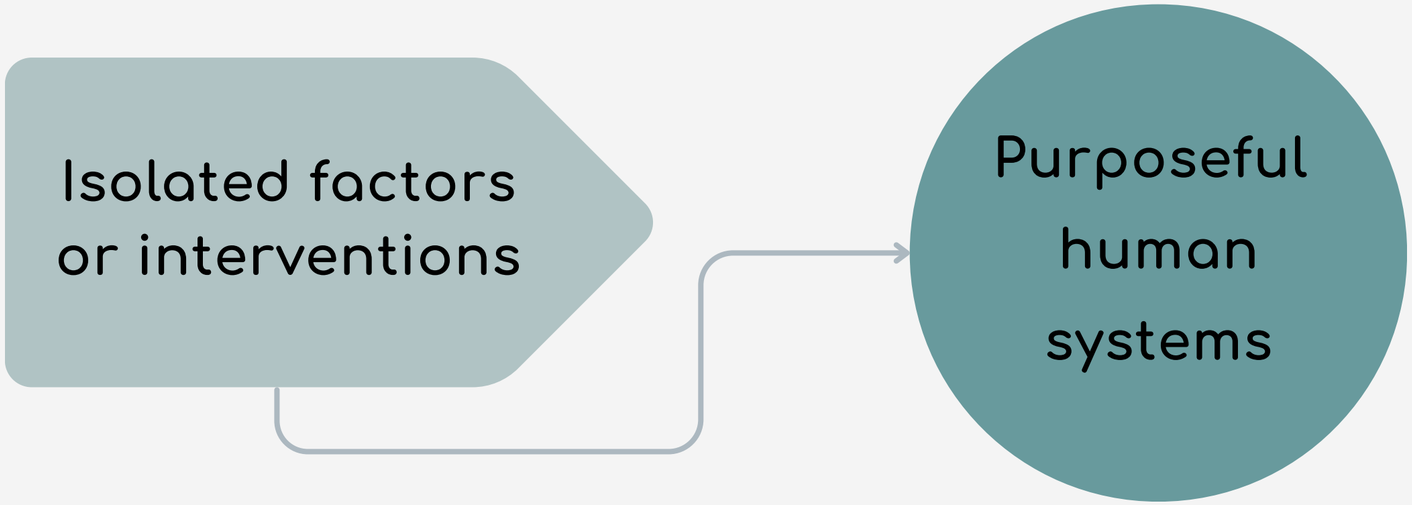


The conceptual challenge is to understand how relevant conditions interact within purposeful human systems.

Illustrative Sources: Senge, 2006; Crossan, Lane & White, 1999; Dooley, 1997

The SGF shift in attention

Primary unit of attention



The SGF seeks to **connect**, rather than replace, existing theoretical perspectives.

Sources: Senge, 2006; Crossan, Lane & White, 1999; Dooley, 1997

Central research question

What **systemic conditions** and what **patterns of interaction** among them may **enable or constrain** sustainable individual and organisational growth within purposeful human systems?

A question for conceptual development and empirical inquiry

Working definitions

The framework uses these terms as carefully bounded working concepts

Sustainable growth

For the purposes of this presentation, sustainable growth refers to an expansion of capacity over time without undermining the conditions that support it.

Purposeful human systems

Systems in which people pursue shared or related purposes through ongoing relationships, organising processes and interaction with wider environments.

Systemic conditions

Dynamic, interdependent conditions whose significance lies partly in their interaction.

Patterns of interaction

Recurring relations, feedback and cross-level influences through which conditions may enable or constrain growth.

A provisional analytical lens

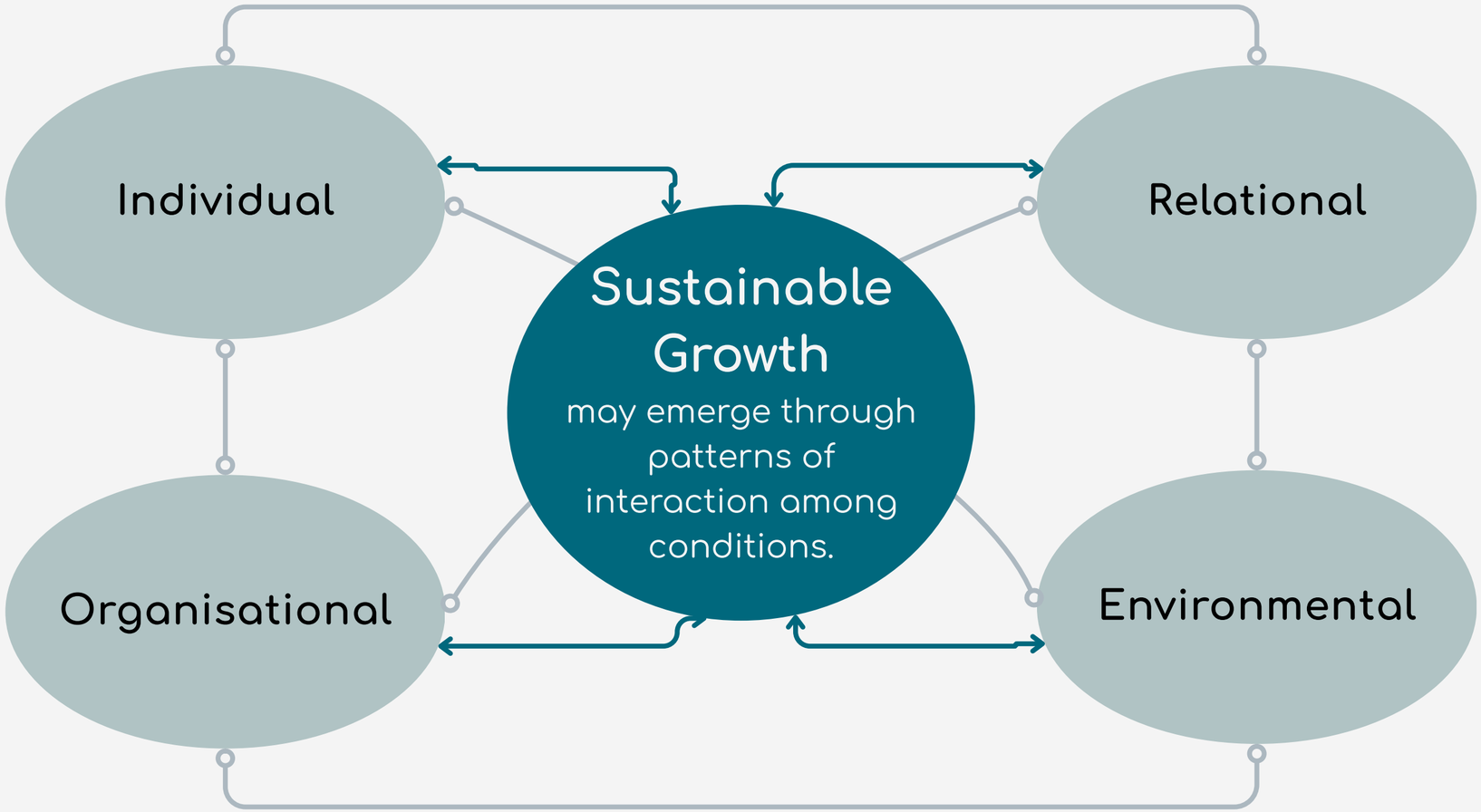
Four provisional domains organise the inquiry. The listed items are illustrative candidate conditions, not a settled taxonomy.

Individual	Relational	Organisational	Environmental
capacities	interaction	structures	context
agency	trust	practices	stakeholders
learning	meaning	culture	change

The research task is to examine how conditions across these domains interact over time.

Sources: Bronfenbrenner & Morris, 2006; Kozlowski & Klein, 2000

A provisional analytical lens



The focus moves from conditions alone to the relationships among conditions.

Possible mechanisms for future study: feedback, reciprocity, delay, non-linearity, emergence and trade-offs

Sources: Meadows, 2008; Dooley, 1997; Crossan, Lane & White, 1999

Individual & Organisational growth

Distinct but potentially interdependent phenomena

Individual growth

Developing capacity for learning, agency, adaptation and meaningful participation.



Organisational growth

Developing collective capacity for learning, coordination, renewal and long-term viability.

The framework does not assume that growth at one level automatically produces growth at another.

Sources: Spreitzer et al., 2005; Crossan, Lane & White, 1999

Theoretical positioning

Human development and thriving

Leadership & relational dynamics

Organisational learning & change

Systems thinking & complexity

Ecological & multilevel views

SGF draws selectively on complementary traditions around a focused question.

Sustainable individual and organisational growth within purposeful human systems.

Sources: Spreitzer et al., 2005; Crossan, Lane & White, 1999

Intended contribution

Reframing	Integration	Future research
Growth as a systemic phenomenon within purposeful human systems	A coherent lens connecting complementary theoretical traditions	A basis for theoretical development and empirical research

The contribution does not lie in identifying new growth factors.

Directions for future research

Possible directions for theoretical development and empirical research

1

Literature mapping

Assess whether existing theories already address the proposed integration gap.

2

Conceptual clarification

Define constructs and their boundaries

3

Mechanism development

Specify plausible interaction patterns and boundary conditions

4

Empirical inquiry

Explore, refine and evaluate propositions across contexts

AI and Systemic Management

AI adoption interacts with existing organisational roles, relationships and practices.

Decisions	Work	Relationships
How judgement, accountability and human oversight are organised	How roles, capabilities and everyday practices change	How trust, dialogue and learning are affected

From the SGF perspective, AI adoption raises questions about how these changes interact with existing systemic conditions and may enable or constrain sustainable individual and organisational growth.

Sources: NIST (2023), AI Risk Management Framework (AI RMF 1.0)

Closing proposition

Sustainable individual and organisational growth may be better understood by examining the patterns of interaction through which systemic conditions enable or constrain growth within purposeful human systems.

This proposition requires further theoretical clarification and empirical assessment.

Selected references

Foundational and adjacent sources informing the conceptual landscape

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Additional traditions reviewed: organisational development and change, complex adaptive systems, co-evolution and sociotechnical systems

Thank you

Let’s connect & continue the conversation.

Questions, reflections, ideas and collaboration are always welcome.

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