

## Iberoamerican Congress on Systemic Solutions for Organizational Transformation - I CISSTO

(Congreso Iberoamericano de Soluciones Sistémicas para la Transformación de las Organizaciones)



### Call for Experiences

(Research papers, case studies and industrial applications)



Committed to the objective of promoting research and practice centred on Systems Thinking in Spain, Portugal and Latin America, the Spanish Society of General Systems (SESGE) is organizing a Congress focused on the presentation of **“specific solutions to complex problems”**, starting from the distinguishing elements under the umbrella of the

The I CISSTO is open to participation from public and private entities from Spain, Portugal and LATAM. It seeks to engage the integration of organizations and professional communities from these regions, interested in the study and practice of **systemic thinking**.

I CISSTO aims to serve as a meeting point representative of Systemic Solutions, facilitating the approach between academics and industry professionals in an environment rich in experiences at an international level. The following are its major objectives:

COMMUNICATION PROPOSALS WILL BE ACCEPTED FROM BOTH THE FIELD OF ACADEMICS (TEACHERS, RESEARCHERS, ADVANCED GRADUATE AND POST-GRADUATE STUDENTS) AND THE PROFESSIONAL PURVIEW (DIRECTORS AND BUSINESS-SOLUTION TECHNICAL MANAGERS). WE ARE LOOKING FOR HANDS-ON EXPERIENCE, THEORIES AND WRITTEN REPORTS CONTAINING EVIDENCE/REPORTS WHICH GENERATE PRACTICAL AND CONCEPTUAL CONTRIBUTIONS TO THE SYSTEMIC TRANSFORMATION OF ORGANIZATIONS BASED ON THE SYSTEMIC APPROACH.

- Connect Latin American and European Systemic Thinking.
- Obtain practical and fundable projects based on the systemic approach, useful for both private and public organizations, and for society in general.
- Offer practical experiences exposition in LATAM and in Europe.
- Explore the paths of Transformation of Individuals and Organisations for the challenges of the 21<sup>st</sup> century.

concepts and methodologies of Systems Thinking and Design, Cybernetics, Studies of Complexity and the impact that new technologies have on society, individuals and organizations, as we face the challenge of their transformation in the 21<sup>st</sup> century.

The challenges posed by the Knowledge based Society of the 21<sup>st</sup> century force previous models from last century to evolve, moving from a society with very marked environments and borders to the current panorama in which boundaries are diffuse and whose universality is a common characteristic trend. Because of this and reflecting on the high academic level of Systemic Thinking in Latin America, Spain and Portugal, we present this initiative by inviting international companies interested in enhancing their position in industry to collaborate in this first Ibero-American Congress of Systemic Solutions for Transformation of Organizations- CISSTO.

We suggest you block November 28, 29 and 30, 2018 on your calendars!

## Place: San Lorenzo de El Escorial, Madrid

This I CISSTO meeting will take place at the Euroforum facilities of San Lorenzo de El Escorial, Community of Madrid, Spain. Just 30 minutes from Madrid capital and 45 minutes from Madrid's Adolfo Suarez airport, *San Lorenzo de El Escorial* is easily accessible to participants. The town is hub of historical, tourist and cultural interest, in addition to its natural beauty and spiritual importance. In San Lorenzo de El Escorial, or simply "El Escorial", as it is known to the world, a combination of culture, tourism, nature learning and evolution can be found in a single site. It provides opening possibilities for a diverse audience within the framework of fulfilling I CISSTO's goals.

### Euroforum

The "Palacio de los Infantes" is an 18<sup>th</sup> century building restored and remodelled and with respect to its original structure by the architect Miguel de Oriol. In 2012 its infrastructure was updated to provide the Palace with the appropriate technology for all types of events and training programs, making the complex unique as it has retained its historical and cultural essence while providing cutting-edge technology and facilities. This is an 18<sup>th</sup> century building with 21<sup>st</sup> century conveniences.

### INVITED SPEAKERS

Among other speakers to confirm, the following keynote speakers of international prestige have confirmed their presentation:



**Dr. Cleotilde González.** She is the director and principal researcher of the Dynamic Decision-Making Lab at Carnegie Mellon University. She has a Ph.D. in Information Systems Management from Texas Tech University. Her renowned research career focuses on the meeting point

between technology and studies of human behaviour in decision making, for which she has led multiple and complex experiments and simulations. She has developed an extensive knowledge base that is evident in multiple publications focused on the role and development of decisions based on experiences, decisions based on learning, the similarity of contexts and the cognitive abilities of decision making.



**Dr. Maria Isabel Sánchez Segura.** Director and principal researcher of the SEL-PROMISE group at Madrid's University Carlos III (Processes and Information Technology for the Systemic Governance of Intelligent Organisations), she leads a line of research on the

study of technological organizations based on the complexity of their intangible assets. The product of her research is reflected in multiple publications in refereed

journals, conferences and technological patents. She is director of R&D for the "Duque de Santomauro" Institute of Motor Vehicle Safety and knowledge management certified practitioner.



**Dr. José Pérez Ríos.** He is Professor of Business Organization, at the University of Valladolid, with an extensive background in research focused on the use of cybernetics, modelling and simulation, strategic planning and organizational learning for the governance of organizations. He

has multiple publications in scientific journals and specific books on organizational studies. Recently recognized by the International Academy for Systems and Cybernetic Sciences (IASCYS) Among other awards and distinctions, he has The Kybernetes Research Award (2005) by the World Organization of Systems and Cybernetics (WOSC) and the "Honorary HSSS Award as Distinguished Scientist" (2007) by the Hellenic Society for Systemic Studies (Greece). He is also a member of the board of directors of the WOSC (World Organization of Systems and Cybernetics).



**Dr. Raul Espejo** is the President of the World Organization of Systems and Cybernetics (WOSC) and the Director of Syncho Research, UK. Past Professor of Systems and Cybernetics at the University of Lincoln, UK. His research is in organisational cybernetics and systems. Among

the more recent publications, it stands out the book published with Alfonso Reyes "Organizational Systems: Managing Complexity with the Viable System Model" (2011 in English and 2016 in Spanish). From 1971 to 1973 he was operations director of the CYBERSYN project - the project of the Chilean Government for the management of the industrial economy, under the scientific direction of Professor Stafford Beer, experience for which he is widely recognised.

### WHO SHOULD ATTEND?

The congress will be of interest to those professionals interested in the systematic transformation of organizations, such as managers and leaders wishing to transform outdated perspectives, R&D directors, heads of innovation, strategic planning, policy and organizational consultants, directors of information technologies, in addition to their individual team members. The first CISSTO will provide a platform that reaches across the division of business organizations and the academic world, where both students and researchers can interact and combine their mutual interests within the congress' thematic areas. These professionals will come together with those individuals who wish to transform and recycle themselves in order to hold positions of change management and transformational leadership in the transformation of 21<sup>st</sup> century organizations.

## The Systemic Approach

Systems Thinking, in practice, is an emerging discipline suitable for management and direction of private and public organizations and which offers conceptual and methodological tools for strategic design to help focus and solve complex problems. It suggests a transition of thought from traditional approaches corresponding to Linear thought to the emerging multi-causal approaches typical of Systemic Thinking.

It also presents alternative and efficient ways of approaching reality, usually represented by tasks or situations. As an example, systemic thinking considers the multiple perspectives that individuals may use to resolve the same problem, phenomenon or situation. Recognizing the existence of multiple perspectives is crucial in the search for the holistic understanding that Systemic Thinking and its multi-causality seek to address.

The Systemic Approach emerged in the 20<sup>th</sup> century as a new effort in the search for valid concepts and laws to describe and interpret all kinds of real, physical or virtual systems at that time. Currently, in the 21<sup>st</sup> century, it can be said the way to better solutions for increasingly complex problems, that the traditional, Cartesian and Newtonian approach is not able to solve.

Four statements regarding the Systemic Approach accepted by professionals and academics in this field, are the following:

*The whole is greater than the sum of its parts.*

*The whole determines the nature of the parts.*

*The parts cannot be understood if they are looked at in isolation from the whole.*

*The parts are dynamically interrelated and, in addition, are interdependent from each other.*

It is our hope that professionals and academics who have consciously or unconsciously been followers of these principles, can together rethink Systemic Thinking and the effect and validity it has for current organizations as well as those emerging in today's society, with special focus on **practical experiences** in LATAM and Europe.

## Concepts of Systemic Solutions

Given that the main objective of the Congress is the application of Systemic Thinking and its theoretical models to solve real problems that Society in the 21<sup>st</sup> century must address, the theoretical papers presented in I CISTTO should be oriented towards real-world problems, the result of which will result in solutions applicable to real life (or the potential for it). Companies, Public Administration and Society itself can also be aligned in a coordinated manner in the use of new methodologies, approaches and technologies.

Companies that want to adapt their organization, means and procedures to this new panorama will need professionals who have received training in the systemic approach. Those responsible for educational systems at all levels will have to recognize this in their market studies. With this in mind and in order to facilitate a homogeneous evaluation of our documentation and its connection to real-life situations, we have defined the following thematic areas of interest:

You are invited to present complete and in-depth papers, although not limited to the aforementioned thematic areas. As a suggestion we define general aspects to be dealt with in each area and examples of current problems that require solutions. Similarly, companies are invited to present their experiences and needs, which will provide guidance to potential presenters.

## Thematic areas of interest:

### Block 1

#### **Transformation of Organizations**

Organizations must be prepared to deal with complexity, change and properly handle interdisciplinary solutions.

#### **Transformation of Individuals**

New professionals for the Knowledge based Society.  
New approaches and the need for disruptive professionals.  
Team integration in complex organizational environments

### Block 2

#### **Public Administration**

New models of Management and Public Administration must be based on systemic concepts.

#### **Economic Transformation**

The transformation of economic paradigms and the emergence of new economic trends and productive means.

### Block 3

#### **Compliance Management.**

Laws and regulations sluggish, obsolete and often with corrupt practices and governance. No real separation of powers, so democracy is at risk.

#### **Transformation of Education.**

New educational models for social transformation, based on Systemic concepts.  
New understanding of the Universe and emerging scientific Profiles.

### Block 4

#### **Digital Transformation.**

Evolution of Science and Technology.  
Thinking systemically on Internet 4.0, Disruptive Technologies, Gamification, Blockchain, etc.

#### **Integral Security.**

Systemic approach to Security in Organizations.  
Comprehensive Security. Systemic Approach of Security in Organisations (Protection + Defence).  
Territoriality and Sovereignty  
Systemic approach to Cybersecurity.

## Presentation formats

In particular, this Congress will allow the presentation of papers in any of the following formats:

### Scientific articles (Lecture + Manuscript)

A rigorous academic contribution, in Spanish or English, with correctly presented and replicable validation results.

### Technical articles (Lecture + Manuscript)

A brief work intended for publication in academic journals and which refers to an activity of theoretical or theoretical-empirical research carried out in advance. This may or may not present concrete validation results.

### Posters (Poster + Extended Report)

An extended graphic presentation containing a title, the name of the authors and centres. Text and figures that explain a project, a research project or a technical or industrial experience.

**The proposed papers will be evaluated by a qualified academic and professional committee which will determine the acceptance or not of the proposals.**

### Workshops

Sessions in parallel with an eminently practical approach, which can be dictated by professionals specialized in the topics of the Congress and / or leading technological companies for the transformation of organizations. Working groups to design Systemic Solutions for specific problems. See agenda of papers

### Conferences

High-quality conferences will be presented by practicing professionals and academics of recognized prestige, framed within the thematic areas of the I CISSTO. If you wish to propose a conference, you should make your request to the organizing committee.

## Awards and honours

The papers presented in its three categories (scientific articles, technical articles and posters) will be evaluated by a qualified committee with the intention of recognizing the best papers in each category. A certificate of official recognition will be granted.

## Certificates of participation

All participants who register and present will receive a certificate of participation and communication, issued by the Spanish Society of General Systems and signed by the Academic and Organizing Committee of the Congress.

## Book of Abstracts – Proceedings

Papers accepted for submission will go through a process of quality review and format and will be published in the book of abstracts. This book will be identified with an own ISBN and will be available for consultation on the web.

## Registration

Updated information on registration will appear permanently on the website: [www.cisstto.org](http://www.cisstto.org) You are invited to visit this website regularly to consult any details about the Congress.

## Contact

CISSTO Organizing Committee:

[info@cissto.org](mailto:info@cissto.org)

[www.sesge.org](http://www.sesge.org)

## Abstract and Papers - Important dates

Abstract and Papers in English or Spanish, in Word format

Title of Abstract (Max 200 characters)

Text of Abstract (Max 500 words)

Text of Main Paper (Max 3 to 10 pages)

Deadline for submitting abstracts: September 3<sup>th</sup> 2018. (\*)

Notification of acceptance / rejection: September 30<sup>th</sup> 2018. (\*)

Deadline for submission of final papers: October 20<sup>th</sup> 2018. (\*)

Registration deadline for authors: October 20<sup>th</sup> 2018. (\*)

(\*) Dates subject to change

(\*) Midnight hours Spain - 23:59 H

**Dates of the conference: San Lorenzo de El Escorial, Madrid (Spain), November 28<sup>th</sup> to 30<sup>th</sup>, 2018.**