

Iceberg of current Reality



WHAT APPEARS:

Behaviours, decisions, results, outcomes
(symptoms)

WHAT DOESN'T APPEAR:

Structures, processes, rules, laws,
practices, norms, defined roles, money
flows

Distribution and dynamics of power(s),
privileges, relationships, implicit norms,
traditions

Mindsets, values, belief systems,
paradigms

Iceberg of aspired Reality



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