

RIGHT ATTENTION TO THE WHOLE®



PRACTICE FRAMEWORK

2025

Core Systems Capabilities for Practitioners
Working with Complex Organizational and
Team Dynamics



PracticeRAW®
with
LABKOM
Co. Ltd.

INTRODUCTION



Background

The RAW Systems Work approach recognizes that organizations and teams function as intelligent wholes with their own emergent properties and natural self-organizing capacity.

Problem Statement

Traditional intervention methods often fail because they impose external solutions rather than working with existing system intelligence, leading to resistance, temporary fixes, and unintended consequences.



Framework Objective

These 12 PracticeRAW® Capabilities teach practitioners to sense and align with system energy, design supportive conditions for emergence, and facilitate authentic organizational development that builds on existing strengths



THEORETICAL FOUNDATION

Systems Work Primer Framework

The Systems Work Primer presents a professional methodology focused on developing "authentic systems thinking capability" that combines technical rigor, philosophical depth, and practical application for working with emergent systems

Authentic Systems Practice

The framework emphasizes "seeing systems as they are - not from the individuals but from a whole system view" and focuses on developing practitioners who can work with system intelligence rather than imposing external solutions



Practitioner	Primary Impact
Coaches	Guide clients to see interconnections and emergent properties; facilitate systems mapping exercises
Facilitators	Help groups recognize collective patterns and whole-system dynamics during sessions
Consultants	Assess organizational systems holistically; recommend interventions that address root causes rather than symptoms
Agile Coaches	View teams and products as interconnected systems rather than isolated components or features
Managers	Make decisions considering system-wide impacts; coordinate across departments and functions

Practitioners learn to see interconnected wholes rather than separate parts, identifying emergent properties and designing interventions that consider system-wide impacts.

01 UNDERSTANDING SYSTEMS AS WHOLE



Understanding emergent properties that arise from relationships between system components

Practitioner	Primary Impact
Coaches	Understanding how information flows create system behavior through amplifying or stabilizing mechanisms.
Facilitators	Design real-time feedback mechanisms during group processes and sessions
Consultants	Design feedback mechanisms into organizational processes; establish measurement systems
Agile Coaches	Implement retrospectives and continuous improvement cycles; design team feedback loops
Managers	Monitor key feedback indicators; adjust team practices based on feedback patterns

Practitioners learn to identify reinforcing and balancing feedback loops, design new feedback mechanisms, and leverage existing patterns for positive change.

02 WORKING WITH FEEDBACK LOOPS



Understanding how information flows create system behavior through amplifying or stabilizing mechanisms.

Practitioner	Primary Impact
Coaches	Support clients in working with natural system rhythms; avoid forcing premature changes
Facilitators	Allow natural group dynamics to emerge while providing appropriate boundaries
Consultants	Recognize when to intervene versus when to allow natural organizational adaptation
Agile Coaches	Design self-organizing team structures; implement practices that enhance team autonomy
Managers	Recognize when to step back and let systems self-correct; balance intervention with natural evolution

Practitioners learn to work with systems' natural capacity for balance and adaptation, distinguishing between healthy self-regulation and when intervention is needed.

03 NAVIGATING SYSTEM SELF-REGULATION



Working with systems' inherent capacity to maintain balance and adapt through internal dynamics.

Practitioner	Primary Impact
Coaches	Help clients release need for control; focus on creating conditions for desired outcomes
Facilitators	Design group processes that enable emergence rather than controlling discussions
Consultants	Design organizational structures and processes that enable emergence; avoid prescriptive solutions
Agile Coaches	Create frameworks that support team self-organization rather than rigid methodologies
Managers	Focus on setting context and boundaries rather than micromanaging; enable team self-organization

Practitioners learn to shift from controlling outcomes to designing conditions that enable systems to organize themselves toward desired purposes.

04 SYSTEMS DESIGN VS. CONTROL



Creating boundaries and constraints that guide self-organization rather than controlling behaviors.

Practitioner	Primary Impact
Coaches	Facilitate transparent communication; help clients identify information bottlenecks
Facilitators	Ensure equal access to information during group processes and decision-making
Consultants	Design information radiators and communication protocols; implement transparency practices
Agile Coaches	Create visual information systems and communication channels for team transparency
Managers	Ensure team has access to relevant information; create channels for bidirectional communication

Practitioners learn to identify information blockages and design transparent sharing mechanisms that ensure critical information flows throughout the system.



Practitioner	Primary Impact
Coaches	Help clients maintain big-picture perspective while addressing specific issues
Facilitators	Keep groups connected to larger purpose while working on detailed problems
Consultants	Connect specific solutions to broader organizational context and strategy
Agile Coaches	Balance sprint/project focus with product/organizational vision; facilitate alignment sessions
Managers	Keep team connected to organizational purpose; regularly revisit how work contributes to larger goals

Practitioners learn to maintain awareness of system purpose and boundaries while addressing specific issues, ensuring actions serve the whole system's health.

06 RIGHT ATTENTION TO THE WHOLE



Balancing attention between parts and whole while keeping system purpose visible.

Practitioner	Primary Impact
Coaches	Ground clients in present reality while honoring lessons learned and future aspirations
Facilitators	Keep groups focused on current capacity while maintaining strategic perspective
Consultants	Make recommendations based on current organizational reality and readiness
Agile Coaches	Focus on current iteration while maintaining product roadmap awareness; facilitate present-moment decision making
Managers	Make decisions based on current team capacity and context while maintaining strategic direction

Practitioners learn to operate in expanded present-moment awareness that integrates past learning and future foresight without being constrained by either.

07 WORKING IN THE PRESENT MOMENT



Grounding decisions in current reality while integrating temporal dimensions.

Practitioner	Primary Impact
Coaches	Help clients recognize and work with natural energy and resistance patterns
Facilitators	Sense group energy and adapt processes to work with natural group dynamics
Consultants	Adapt methodologies to organizational culture and context; sense when to pivot approaches
Agile Coaches	Recognize team readiness for change; adapt frameworks to team development stage
Managers	Recognize team readiness for change; adapt leadership style to team development stage

Practitioners learn to operate in expanded present-moment awareness that integrates past learning and future foresight without being constrained by either.

8 FOLLOWING THE
SYSTEM'S LEAD



Grounding decisions in current reality while integrating temporal dimensions.

Practitioner	Primary Impact
Coaches	Help clients identify what needs to change versus what provides necessary stability
Facilitators	Balance innovation in group processes with maintaining productive structures
Consultants	Preserve valuable existing practices while introducing beneficial changes; manage change strategically
Agile Coaches	Maintain team stability while enabling growth and adaptation; balance routine with innovation
Managers	Maintain team stability while enabling growth and adaptation; balance routine with innovation

Practitioners learn to work with both dynamic changing elements and stable structural components, knowing when to activate change versus maintain stability.

BALANCING ACTIVE PATTERNS AND PASSIVE FORMS



Balancing innovation with necessary stability in dynamic and structural system elements.

Practitioner	Primary Impact
Coaches	Help clients build adaptive capacity and recover from setbacks
Facilitators	Design group processes that strengthen collective resilience and learning capacity
Consultants	Design redundant systems and cross-training; implement practices that enhance organizational antifragility
Agile Coaches	Build team resilience through psychological safety, skill diversity, and sustainable practices
Managers	Build team resilience through psychological safety, skill diversity, and sustainable practices

Practitioners learn to build systems' capacity to absorb disturbances, adapt to change, and maintain essential functions while evolving.



Practitioner	Primary Impact
Coaches	Facilitate alignment conversations; help groups find shared understanding and purpose
Facilitators	Create collaborative spaces that enable collective intelligence and bridge perspectives
Consultants	Establish shared language and working agreements across organizational boundaries
Agile Coaches	Establish team working agreements and shared definitions; facilitate vision alignment sessions
Managers	Create shared team identity and values; ensure common understanding of goals and success metrics

Practitioners learn to create and maintain shared understanding and collaborative spaces that enable effective collective action across boundaries.

COMMON GROUND
DEVELOPMENT



Creating shared understanding and aligned perspectives without forcing artificial consensus.

Practitioner	Primary Impact
Coaches	Help clients align personal goals with system purposes; facilitate goal-setting conversations
Facilitators	Help groups discover and pursue authentic collective aims and purposes
Consultants	Align organizational objectives with authentic system purposes rather than imposed goals
Agile Coaches	Align team objectives with organizational strategy; facilitate OKR or goal-setting processes
Managers	Translate organizational objectives into meaningful team goals; regularly assess and adjust goal alignment

Practitioners learn to build systems' capacity to absorb disturbances, adapt to change, and maintain essential functions while evolving.



Transform your Practice

Systems work changed everything for me. What started as protecting my intellectual property by documenting my model became something bigger—putting pen to paper revealed the core of my practice that I'd been developing for years.

Every practitioner faces the same frustration: solutions that don't stick or create new problems elsewhere. This framework changes that. When you work with system intelligence rather than against it, sustainable change becomes inevitable.

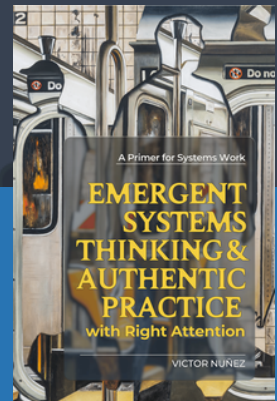
All our training programs integrate at least two of these 12 capabilities, giving you both understanding and immediate practical skills. Organizations serious about developing authentic systems capacity can contact me to explore customized programs.

The question isn't whether systems thinking will become essential—it already is. The question is whether you'll develop the capability to see it consciously.



Victor Nuñez

Creator of the RAW Systems Work Model®



EMERGENT SYSTEMS THINKING AND AUTHENTIC PRACTICE WITH RIGHT ATTENTION

↘ systemsworkprimer.info

The foundational text documenting my trademarked RAW Systems Work Model®. Written to IP protect years of field-tested methodology, it inadvertently captured the essence of authentic systems practice.

First edition exclusively available at Introduction to RAW Systems Work® workshops. Workshop price includes PDF version of the book.

The 12 Systems Capabilities and framework presented here are part of my registered intellectual property and trademark.

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CONNECT

Workshop Information &
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Introduction to Systems Work Workshop

Featuring: Understanding Systems as Wholes & Working in the Present Moment

Get hands-on experience with 2 core Systems Capabilities plus exclusive access to the Systems Work Primer PDF. Learn to see emergent properties, work with system intelligence, and ground decisions in expanded present-moment awareness.

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