

## POWER SYSTEM THINKING

*by:*

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Running and dealing with an organization is not an easy task to do. An organization with its nature and considering the circumstances, members, and leaders make it a complex one. Problems and conflicts raised form unwanted and unexpected circumstances or situations seem to be constant in every organization. But, the way(s) of dealing with it may differ and vary. It is when POWER SYSTEM THINKING (PST) may take place and might be considered.

This system may allow transformation among members and within the organization. Also, the existence of failure and success are the nature of result of every action undertaken in achieving goals and objectives of the organization but PST may bring changes on how to perceive these two concepts as to be utilized in a more positive mean. It is being then a matter of mind set, a growth mind set specifically. With this, change must be accepted as well as challenges. The need for transformation has to be recognized and should be done religiously and must take in the system and within the organization.

Furthermore, system thinking considers process as part of the system. A clear and determine process in forming the system within the organization must be present in order for it to work and function effectively and efficiently. In this way, the significance of system tool will be established. Preparation of a system tool is essential in the process of PST and this provides bases as well as this stands as good indicator of a well-planned process in the system for standard of the organization will be clearly defined and set. One way of setting the organization into PST is to utilize state maintaining system. In this way,

practices which are beneficial and good for the members and the organization itself are recognized to be a part of a culture. Taking and doing continuously good practices will give the organization a good and healthy climate and in the long run can be a contributor in defining the organization's culture.

Setting standards, objectives and goals is good but seeking higher goals under Goal-seeking system is another way of doing PST. This is aiming for the better and higher than what is usually targeted. But, this does not mean to think of impossible things. It is still focus on feasible things and what the organization needs to attain. And, having a system that can illustrate and give stress too the purpose of the organization is another way of establishing the existence of the organization. Focusing and giving importance to the different and specific functions of the members within the organization can yield to a more efficient performance of the individuals and eventually the organization as a whole. Each function and role within the system is equally significant. The concept of part of a whole is evident in PST. But, this is will be up to the leaders of the organization. How they can adopt this concept to the current situation of the organization. Thus, in order for an organization to have the full realization of its goals and objectives, it must have a system that will allow effectiveness and efficiency within the organization.

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