Gordon Dyer
Ithaca College, NY USA

"The author had a distinguished career within the relatively closed-system of the Royal Air Force, followed by a move to academia. Readers will experience his transition from a closed systems thinker/practitioner to an open systems thinker/practitioner. Readers are then introduced to an increasingly important interactive element of systems thinking and practice called Conversation. Concrete examples and guidance the author presents in this book will help the reader to gain valuable insights in closed, open and interactive-open systems thinking."

Johannes Kepler University, Linz, Austria
Gordon Rowland, Professor of Communications
Ithaca College, NY USA

"A fascinating story of the evolution of a systems thinker, followed by a richly detailed description of current thinking on social systems design. The chapters on conversation will be especially helpful to those seeking to apply systems design to create a better future for their social and work groups."

Yoshihide Horiuchi, Ph.D., Professor Emeritus
Graduate School of Engineering Management, Shibaura Institute of Technology, Tokyo, Japan

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Gerhard Chroust, Dr., M.S., Professor Emeritus
Johannes Kepler University, Linz, Austria

"By adapting a free-wheeling style of dialogue, first suggested by Bela Banathy, the author offers an effective way for small groups of stakeholders to create their own better future. Through his thorough analysis and structure for this conversation process he shows this can reduce unintended consequences arising from proposed changes, and also be used outside academic circles. The value of this book comes from the author sharing personal experience in changing from a myopic technical person to a broad systems practitioner, in his understanding the complexity of socio-technical systems and performance in conversation practice."

Evolution: Unfit for Purpose
Gordon Dyer

A pathway towards a better future
Gordon Dyer