
Arsht/Aronson

"Partnering with Leaders for Desired Organizational Results"

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A Glimpse into the Mysteries of System Dynamics

Nancy Aronson, Ph.D. and Beverly Arsht, Ed.D.

Think back on how many times you or others have attempted to bring about critical change in a system—only to be faced with misunderstandings across organizational lines, unproductive conflict, or misdirected energy. This can be downright frustrating and perplexing. In his breakthrough work, Barry Oshry offers ways to view the mysteries of organizational culture. His frameworks help us see organizational life in ways that increase the potential for leadership and partnership. Join us for an introduction to this wonderful body of work—a *must have* in all of our toolkits for working in organizations and communities.

Nancy Aronson, Ph.D.

As a co-founder of Arsht/Aronson in 1980, Nancy Aronson has consulted to education, healthcare, business, government, and community organizations. She is recognized for her innovative work in implementing collaborative processes for managing change, including strategic planning, process improvement, and organization redesign. She pioneered the early work in shared decision making in education in Pennsylvania and has extensive experience designing and facilitating large-scale change efforts. Integral to all her work is supporting and coaching leaders. Nancy co-authored an article on the "Paradoxes of Leadership" and is one of the contributing authors to [Future Search in School District Change: Connection, Community, Results](#) and [The Handbook of Large Group Methods](#). She is the co-developer of The System Coherence Framework for Change Leadership. She is an adjunct professor at Philadelphia College of Osteopathic Medicine where she teaches courses on Systems Literacy and Appreciative Inquiry in the Organization Development Leadership Program. Nancy has a B.S. from Cortland State University and a M.Ed. and Ph.D. from Temple University.

Beverly Arsht, Ed.D.

In 1980, Beverly Arsht, Ed.D. and Nancy Aronson, Ph.D. founded Arsht/Aronson where they developed an innovative approach of designing and facilitating collaborative change processes. These high engagement interventions are task-focused learning experiences that are planned to mobilize a group's collective energy to achieve meaningful results. Beverly specializes in utilizing large-scale conferences for system-wide change efforts, enhancing team operations and coaching individuals. She has worked across sectors, at local, regional and national levels. One of the most unique assignments Beverly participated in was designing sessions and recruiting 50 facilitators for the Presidents' Summit on America's Future. National leaders, including five US Presidents and 1500 delegates from 140 cities from every state, joined with business leaders to set goals, create plans and implement actions for and with America's youth. The Summit succeeded as a catalytic event that has spawned hundreds of initiatives for and with young people throughout the nation. Following the Summit, volunteerism became a growth sector in our country. In addition, Beverly is certified in Gestalt Therapy, the Organization Workshop and Merging Cultures Workshop developed by Barry Oshry, Emotional Intelligence, and The Group Development Process. Beverly is a member of the Future Search Network and an Appreciative Inquiry Professional Group. She is one of the contributing authors to [Future Search in School District Change: Connection, Community and Results](#). Beverly received an Ed.D. and M.Ed. from Temple University in Psychoeducational Processes and her B.S. in Humanities and Technology from Drexel University.