

OUR COMMUNITY-IN-PRACTICE: PRINCIPLES OF MY PRAXIS¹

Paradigm and Principles

People reach out for support because they want something in their lives to NOT be how it currently is. They expect straightforward answers and simple solutions with guaranteed results. They may look for support from those who promise to fix problems and seduce with assurances of certainty. Those of us in **Presence in Action Collective (PIAC)** accept that such assumptions do not reflect our experiences of being in this complex, unpredictable, seemingly messy world – a world in which we find ourselves interrelating and entangled in multiple overlapping contexts and communities. Rather than pretend we can isolate aspects of ourselves or rigidly compartmentalise our lives, we seek to draw upon our full dimensionality as human beings, resourcing ourselves to handle and navigate the unpredictability of our daily existence with greater ease. Alongside others, we commit to exercising **radical responsibility**, in our own lives and relationships, through **Presence in Action™**.

Presence in Action is practised in our growing community – comprising people across generations and diverse walks of life. We are developing our capacity to meet **reality as it is** not how we think it 'should' be. We do not deny what is undeniable; we do not promise what is un-promisable. We recognise that transformational change cannot be managed into existence on command. We see perfection as a myth; its pursuit a tyranny. We embrace experiential learning as our primary modus operandi. We work towards resonance and coherence rather than be drawn into the illusion of quick-fixes and mythical best-practice. We are learning to recover nature's principle of **Natural Inclusion (NI)** in how we engage with ourselves, others and the wider world.

Using the **P6 Constellation™** framework we tap into 'all of our being'. We attune to what is current, amidst all that is present, rather than resisting or denying it. Through this, we access the natural, inclusional praxis of **Presence in Action**, enabling us to expand our abilities to engage, everywhere we are, with greater **acuity, agility, fluency** and **artistry**. We live more of our lives in flow. In practising together, we grow our personal and collective **Symmathesic Agency**².

Upheld by a complexity-thinking paradigm, we accept: our world as **open** with fluidly dynamic boundaries; that **nonlinear causality** (where causes are effects and effects are causes) is the norm not the exception; that the world has **high-dimensionality** - with infinite variables and distinctions; and, that **receptive space invokes in-flowing responsive energy** (Natural Inclusion). Thus we find ourselves engaged in an iterative, eternal, emergent re-generative dance. Admitting reality as it is, makes it possible to move beyond the seeming contradictions in our lives: we re-member who/what we are and re-incorporate our Selves into all that is omnipresent. We become **presences** in action as we embody **Presence in Action**:

"The self-centering³ capacity of individuals to attend to what is present and current in place, in space in time" ([Gardiner, 2022a, 2022b](#)).

¹ Praxis - we use this term to mean the knowing that evolves iteratively in the dance between practice and theory.

² Symmathesic Agency (Gardiner, 2022a, 2022b) "the meta-conscious capacity to engage in mutual contextual learning **through self-centering interaction**, in place in space in time." The term 'symmathesy' refers to living systems/entities engaging in mutual contextual learning at any scale. It was coined by Nora Bateson (2016:169). However, her concept appears to diminish if not disregard (by implication) the agency of individuals, thereby perpetuating the partiality of traditional systems and complexity thinking.

³ reflective-reflexive enquiry, coupled with receptive-responsive engagement.

Our Presence in Action (PIA) Community-in-Practice (CiP)

By stepping into our **Community-in-Practice** you open up to experiencing and discovering a radically different way of seeing and playing in the world. You will find yourself with others who are as keen and committed as you to embrace what is present and current in life. We experiment and play with a complex reality in which:

- What is, is not
- Change changes
- There is no outside
- No way is the only way
- Best practice is fit or myth
- Everything is in everything
- Change is determined within
- Certainly, there is no certainty
- Tension tips one way or another
- Patterns play across space and time
- Everything is something and no-thing
- Differences seed stability and adaptability
- Little seeds Mediums seed Bigs, eventually
- Transformation is irreversible state-change
- Conditions shape patterns shape conditions
- Emergence emerges beyond reason or control
- Everything is interrelating, tangibly or intangibly
- Space imbues and embraces all without exclusivity
- Human beings follow simple rules - until they don't
- Emotions move through us as they move us to move
- Receptive space invokes in-flowing responsive energy
- Everything is a beginning, middle and end simultaneously
- Interventions are experiments with uncertain consequences

Our psychological and relational commitments

Our 4-day training (POPIA) is the gateway to accessing **Presence in Action** for ourselves and to becoming a **Community Accepted Practitioner: CAP(Self)**. Practising expands our scope⁴ and capacity to hold and facilitate increasing complexity. Those extending their learning within the community become recognised variously as: **CAP(1-1)**; **CAP(Groups)**; **CAP(Assoc. Supervisor)**; **CAP(Assoc. Trainer)**; **CAP(Lead Supervisor & Trainer)**. Only participating members of the Community-in-Practice (CiP) access **CAP** recognition.

As **CAPs** we commit to upholding the following CiP behaviours which have emerged amongst us in community. They illuminate how we engage, when at our best. Making them explicit enables us to articulate our psychological and relational commitments to ourselves and others. We use them to guide us in our personal and professional lives. In so doing, we grow our own trustworthiness and enhance the wholesome contribution, impact and reach of PIA for ourselves, amongst our relational realms and in the wider world.

In voluntarily choosing to practise these behaviours as a community IN practice, we make it possible to co-create (re)generative patterns that distinguish our PIA praxis as a difference that truly makes a difference to the lives of those touched by it; and us, as living-learning practitioners:

- **Safeguard my own trustworthiness** [C⁵] e.g. practise my PIA praxis - 'go there first' when I notice I am activated & ask for support from PIAC community if I find myself 'stuck'; participate in at least **2 CiP Gatherings/year**; uphold the **Principles of My Practice**; do not give P6 Constellation worksheets to those who have not done POPIA; work within the scope of my **CAP capacities**; signpost people to more experienced practitioners & other helping professions, if needed; align to relevant professional codes of practice; secure Personal/Professional **indemnity insurance**⁶; credit those whose approaches/frameworks I use; engage in regular **Supervision**; attend to **container shifts, confidences and conflicts**.

⁴ By "scope" we mean developing our capacity to hold and facilitate situations of increasing complexity – starting with self, then one other (1-1); with smaller and larger groups; attending to wider systems through 'associate' and 'lead' PIA Supervision and PIA Training roles with Potent 6.

⁵ C, D, E refer to Eoyang's CDE model – C = container; D = Differences; E = exchange. Key model used in Human Systems Dynamics (HSD).

⁶ [Oxygen Insurance](#) (part of Marsh Commercial) recognise PIAC as a professional body (use the 'other' dropdown menu to find us).

- **Engage in Presence in Action**⁷ [C, D, E] i.e. by (i) using the **metaphorm** of the **P6 Constellation** (implicitly or explicitly), always situating the 3Fs **within** the context of all portals; (ii) through the **Acuity Practice**, illuminating what is **current** in all that is **present**; (iii) **embracing a complexity thinking paradigm underpinned by the philosophy of Natural Inclusionality** as articulated in the **Symmathesic Agency Behaviours**⁸.
- **Act for the wellbeing of my Self, my relational realm and our wider world** [C] e.g. **take responsibility** for my 'drops and misses'; engage in **mutual support** of/as PIA CiP members; support each other to **stay in relationship**; **partner** with PIA Trainers to deliver learning events; work in pairs/teams when using PIA in groups; attend to the implications/consequences of my decisions/actions; comply with GDPR & 'Safeguarding' legislation.
- **Engage with courage, curiosity and caritas**⁹ [D, E] **attend to / constellate**¹⁰ **what arises in me** i.e. use the P6 Constellation and CiP Behaviours to aid my sensemaking and engagement in **responsible 'reflective contributions', hosting and witnessing**; show up, open and hold the space for **myself and others to practise, share and learn**.
- **Follow through on promises** [E] e.g. take on only what I am **able, willing and ready to fulfil**; engage with **these commitments**; take personal and professional responsibility e.g. return signed agreements and complete payments¹¹ before sessions commence; start and finish at agreed times. Constellate and reflect **what shows up in me** during encounters with others, e.g. within sessions and/or afterwards by using¹² a '**PALE** (see # below) **Practising**' form.
- **Make more of what I and we have** [D, E] e.g. play an '**infinite game**'¹³; share and leverage connections, knowhow, talents, time and opportunities to practise, learn and pass on to others; buddy and partner with other PIA Practitioners contributing to our collective community capacity-building (**Symmathesic Agency**²).
- **Share with, celebrate, and open the space for others** [D, E] creating **PIA ripples** everywhere I am by **sharing my PIA experiences, insights and benefits** e.g. through blogs, social media, with friends, family and colleagues; **inviting others to PIA learning events**.

Frameworks, models, methods and key influences

The P6 Constellation arose through a lifetime of Living Theory Action Research drawing on Louie Gardiner's personal/professional, subjective empirical experience. It is supported by her original academic research (MBA and PhD) and enhanced by the teachings of countless others. Diverse influences have found their confluence in this simple integrating framework. Her and our gratitude to those who have gone before is profound and enduring.

Every PIA encounter is similar in that it is supported by the P6 Constellation framework. Our mutual learning opportunities arise in the context of our **# PIA Apprenticeship Learning Ecosystem (PALE)** and are uniquely shaped by those present and what we (un)knowingly bring. Our co-evolutionary apprenticeship learning is under the nurturance and guardianship of Louie Gardiner and Presence in Action Collective. Supporting theories, concepts and frameworks are shared when called upon.

⁷ PIA catalyses transformative shifts through the metalogically coherent **interplay** of the '(i-iii) 'elements' (PhD, Gardiner, 2022a, 2022b).

⁸ The **SABs** are: **Show up, open and hold the space; Think global, act local, make it personal; Attend to Littles; Illuminate patterns simply; Dance with emergence; Track tickle and tap tension; Let go, when flow flows**.

⁹ Caritas: means 'care and compassion'.

¹⁰ The P6 Constellation helps us 'constellate' what we notice using its portals. Constellating is key to illuminating & freeing stuck patterns.

¹¹ In exceptional circumstances incremental payment plans are agreed on the understanding that the fee for the full series will be payable.

¹² This means using the form to explore what is arising/alive in you; then sharing this with a designated 'witness' (currently Louie).

¹³ Infinite Game – download pdf of book by Jim Carse to grasp this concept: <http://wtf.tw/ref/carse.pdf>



Potent 6: developed by Louie Gardiner

- The P6 Constellation^{*14}
- Acuity Practice^{*}
- Presence in Action¹⁵
- Metaphorms
- Symmathesic Agency Behaviours (SABs)^{*}
- Symmathesic Agency Model (SAM)
- Systemic Research Framework
- PAI (Point Attractor Inquiry)
- Metalogic coherence¹⁶
- Participation Compass
- Emotions Palette
- Primal Purposes

Complexity thinking paradigm, Natural Inclusion et al:



- Natural Inclusionality inc. principle of Natural Inclusion (Rayner); primal animation (Sheets-Johnstone); abduction (Peirce; J. J. Thomas, 2015; Gardiner, 2022a, 2022b); Biopoetics (Weber).
- Tacit knowing, Personal Knowledge, phenomenology (Polanyi; Merleau-Ponty, Ryle); ways of knowing (Heron & Reason); embodied cognition, enactivism (Varela, Thompson & Rosch).
- First-person action research / reflexive inquiry (Torbert, Whitehead, Marshall, McNiff, Cunliffe).
- Complex Adaptive Systems (CAS) (Prigogine & Stengers; Holland etc.); Stacey Matrix (Stacey) / Landscape Diagram (Eoyang); CDE: Container, Differences, Exchanges (Eoyang); Simple Rules (Reynolds, Eoyang); Complexity Thinking Paradigm (Allen & Varga; Boulton; Crook)
- Systems thinking and cybernetics: Second-order cybernetics (M.C. Bateson, G. Bateson, von Foerster); Symmathesy (N. Bateson); DSRP - Distinctions, Systems, Relationships, Perspectives (Cabrera); Similarities and differences (Bateson et al); critical systems thinking, systemic intervention and boundary critique (Churchman, Ulrich, Midgley).
- Tipping Point aka 'Self-organised criticality' (Bak) + the Power Law.
- Stretch and fold / Baker Fold (Baker); 3 types of change (Eoyang).
- Autopoiesis (Maturana & Varela).
- Finite and infinite games (Carse).

Other supporting material:

- **Core beliefs** (*limiting, exposing, evoking*) about ourselves, others and the world: Humanity v *Omnipotence*; Lovability/worth v *unlovability/ worthlessness*; Authenticity v *Pretence*. **Driving beliefs**: what we think we have/ought/desire to disprove our *limiting* core beliefs (More to Life - Bradford Brown).
- **ORID** (Objective, Reflective, Interpretive, Decision) (Institute of Cultural Affairs).

My Commitment

In support of my living-learning engagement with life, I embrace this paradigm and these principles of practice as my own; and I commit to nurturing the individual and collective capacity of others within and beyond PIA Collective.

Signature:	Print Name and date below:	On behalf of PIA Collective and Potent 6: Dr Louie Gardiner, Founder
 Presence-In-Action (PIA) Practitioner Community in Practice (CiP) Member	Date:	 Date: 11 December 2025

¹⁴ Processes/tools/models from other sources are synthesised within the single, nonlinear, integrating *framework* of the P6 Constellation.

¹⁵ Presence in Action comprises the interplay between the three asterixed^{*} items. Together, these enable a praxis that is 'metalogically coherent' with principles of complexity and Natural Inclusionality. This is explained during PIA learning encounters.

¹⁶ Metalogic coherence arises when '*metaphorm*' (P6 Constellation), *practice* (Acuity Practice) and *knowing* (SABs) are mutually consistent.