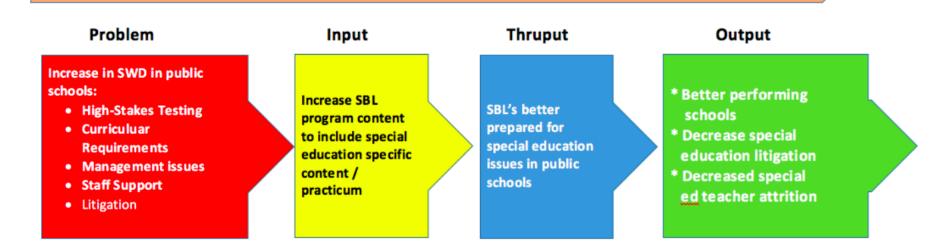
Participatory Openness: System members have freedom to express need for change.



Reflective Openness: Organization allow themselves to hear, understand, and respond to what system members are saying.

Figure 1: Conceptual Framework based on Senge's Systems Thinking