



Biomatrix: A Systems Approach to Organisational and Societal Change

By Elisabeth Dostal



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Biomatrix: A Systems Approach to Organisational and Societal Change provides a comprehensive theory of management. It outlines how change in organisations and society needs to be managed in the information age: systemically. It also proposes ideas for new governance models.

- **Part 1** of the book provides an overview of Biomatrix systems theory.
- **Part 2** applies the theory to management, organisation development and transformation.
- **Part 3** applies the theory to dissolving complex societal problems.

The book may be regarded as a textbook for management, leadership and governance in the 21st century. Case studies are provided throughout.



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Editorial Review

From the Back Cover

Managers in the public and private sectors disillusioned with the effect of change management initiatives within their organisations or departments will find this book helpful. It approaches change in a coherent and integrative way, i.e. in a systemic way. The theoretical principles of organisational development, change and transformation are discussed and diagnostic frameworks are provided to contextualise current change initiatives and to identify missing ones. Practical methods and case studies are provided to manage change and create systemic learning organisations fit for the 21st century. In fact, systems thinking is identified as the emerging world view of the 21st century.

Leaders inspired by the potential of systems thinking in dealing with change and complex problems, yet frustrated by its lack of coherence and practicality, will find that Biomatrix theory offers a coherent and practical approach that integrates the concepts of other systems theories and methods into one coherent and comprehensive approach.

Decision-makers in the public sector who are overwhelmed by the complexity, magnitude and pervasiveness of society's "messes" such as poverty, unemployment, pandemics, infrastructural problems and conflict, to name but a few, will find the Biomatrix systems approach comprehensive enough to tackle these issues.

Researchers and policy makers concerned with sustainable development and torn between the conflicting demands of nature and society will find the multi-disciplinary framework of the Biomatrix and the systemic principle of carrying capacity useful.

Politicians frustrated by the limitations of the current political model of majority representation will find an exploration of systemic governance principles and stakeholder democracy stimulating and helpful.

About the Author

Elisabeth Dostal is a futurist, management educator and management consultant. She is the founder and director of BiomatrixWeb, an organisation that applies Biomatrix systems theory to organisational and societal change management. Her management consulting experience includes interventions on organisational redesign, transformation and problem (dis)solving, as well as strategy development and policy design in various national and international business corporations, governments and NGOs. She has been associated with the University of Stellenbosch, South Africa, since 1977, initially in a full-time capacity as senior researcher at the Institute for Futures Research, later as a part-time lecturer on business futuristics and systems thinking. She has also been a guest lecturer at other universities in South Africa and Europe. She has attended and addressed a variety of conferences associated with systems thinking and futurism.

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