**[Raúl Espejo](http://www.linkedin.com/pub/raul-espejo/25/833/a28" \t "_blank)**



Is Director-General of the World Organization of Systems and Cybernetics and Director of Syncho Research, UK. From 1971 to 1973 he worked as operations director of the CYBERSYN project - the Chilean Government’s project for the management of the social economy, under the scientific direction of Professor Stafford Beer. During the mid-70s he was research scholar at the Manchester Business School, Manchester, UK and the International Institute for Applied Systems Analysis, Laxenburg, Austria. From 1977 to 1994 he was senior lecturer at the University of Aston UK, and from 1995 to 2002 full professor at the University of Lincoln UK, places where he supervised successfully 10 doctoral dissertations and more than a 100 master theses. He has been lecturer and visiting professor at many universities worldwide and also keynote speaker at many conferences in Europe, Asia and the Americas. The main focus of his research has been on organisational systems, and has published extensively in books and journals; is the author of over 100 academic papers, co-author of three books and co-editor of another three.   
In 1985 he created Syncho Ltd. at the Aston Science Park, Birmingham, UK. Over the years Professor Espejo has worked with a wide range of organisations worldwide, including national and local governments and small and large enterprises, mainly in aspects of organisational transformation and learning, information management, communications, transparency and democratic processes for decision making. He has been consultant of organisations like Hoechst AG in Germany, Hydro Aluminium in Norway, 3M in Europe, EdF in France, the Nuclear Inspectorate in Sweden and the National Audit Office and the Ministry of Education in Colombia.   
He is responsible for VIPLAN, a method to study organisations, published in his book, with Alfonso Reyes, Organizational Systems: Managing Complexity with the Viable System Model (Springer, 2011) and also as a learning system for the diagnosis and design of organisation structures. Together with Clas-Otto Wene, in the context of his work in Nuclear Waste Management in Sweden, he developed the RISCOM Model for transparency in democratic decision-making. The application of this work was extended to similar situations in several other European countries.