

## **ENOTE #4 – February 15, 2009**

### **SUCCESSFULLY NAVIGATING CHANGE**

This weekend, I took the 2<sup>nd</sup> module of five in the Organization & Relationship Systems Coaching course. One of the concepts we talked and learned about was process coaching.

We are always in process. Whenever we are moving from the known to the unknown, we are going over an edge. Sometimes we stop ourselves from going over the edge, sometimes we leap over the edge, sometimes we peak over the edge and then retreat, sometimes we feel overwhelmed.

Sometimes we are forced to look at our edges when we are in relationship with somebody who has gone over an edge and is encouraging us to come with them. An example of this is in a personal relationship where one of the pair wants to try something new with the other person (something as simple as trying out a new restaurant or a new sport). One person may feel totally comfortable with it and the other may not. At that point, they have to look at the edge and see where to go with it. Is the 2<sup>nd</sup> person going to come over the edge, can the pair negotiate a solution, or go their separate ways?

An organizational example is when a company initiates a change. People decide if they are willing to step over the edge into that change or not. Some will embrace it, some will go with it even if they don't want the change, some will tune out, and some will leave.

How these situations are handled can greatly affect the outcome. Careful handling, including specific coaching techniques, can bring out the different voices and roles related to the change that, when heard, can reveal much more awareness and information. This can then be integrated and considered for developing a successful change strategy.

As part of each module of the Organization & Relationship Systems Coaching course, I am required to do a one hour coaching session with a pair (work pair, couple, family members, or friends). ***If you or somebody you know is interested in a complimentary coaching session for this, please let me know and I will provide the details. First come, first serve.***

Thank you!