Dealing with Evolutionary Change

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Session Outline

The Change Process in Relationship Systems

The Edge model and what to expect at Edges

Two ways to work with Edges

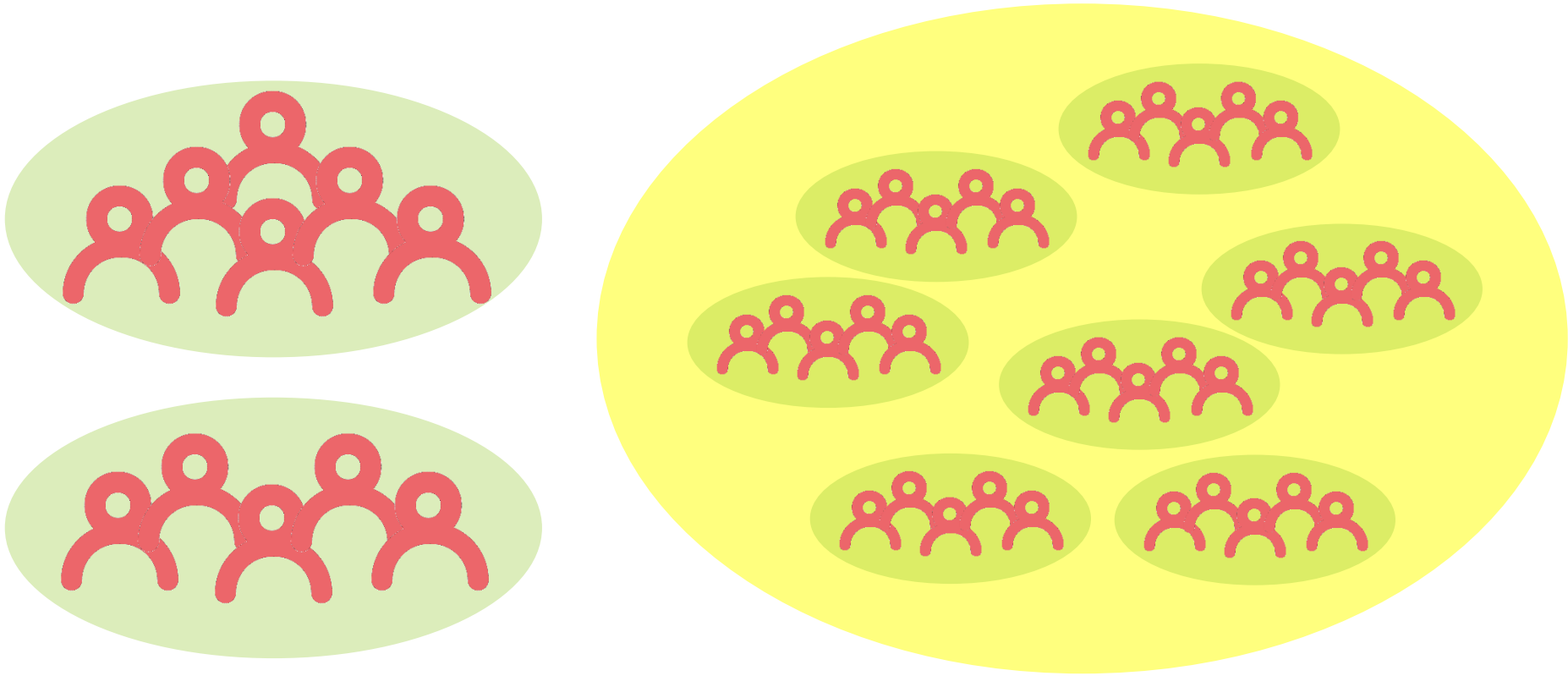
What is a Relationship System?

- Discuss in small groups …

- What does a relationship system mean to you?

Relationship Systems

- As defined by Organisational and Relationship Systems Coaching (ORSC)



An interdependent group of people with a common purpose an/or identity

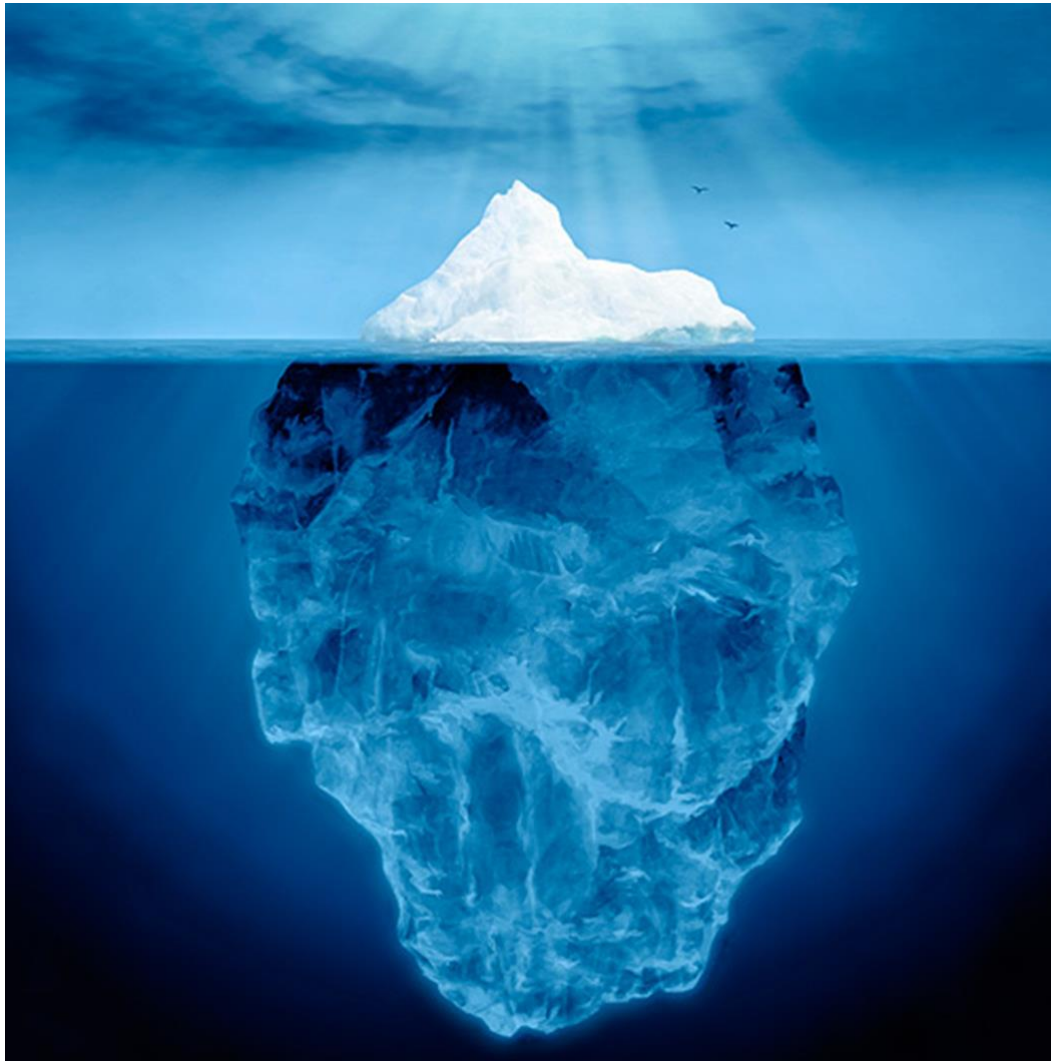
Voices of the System

- Each voice of the system carries information the system can use.
- Deep Democracy

People

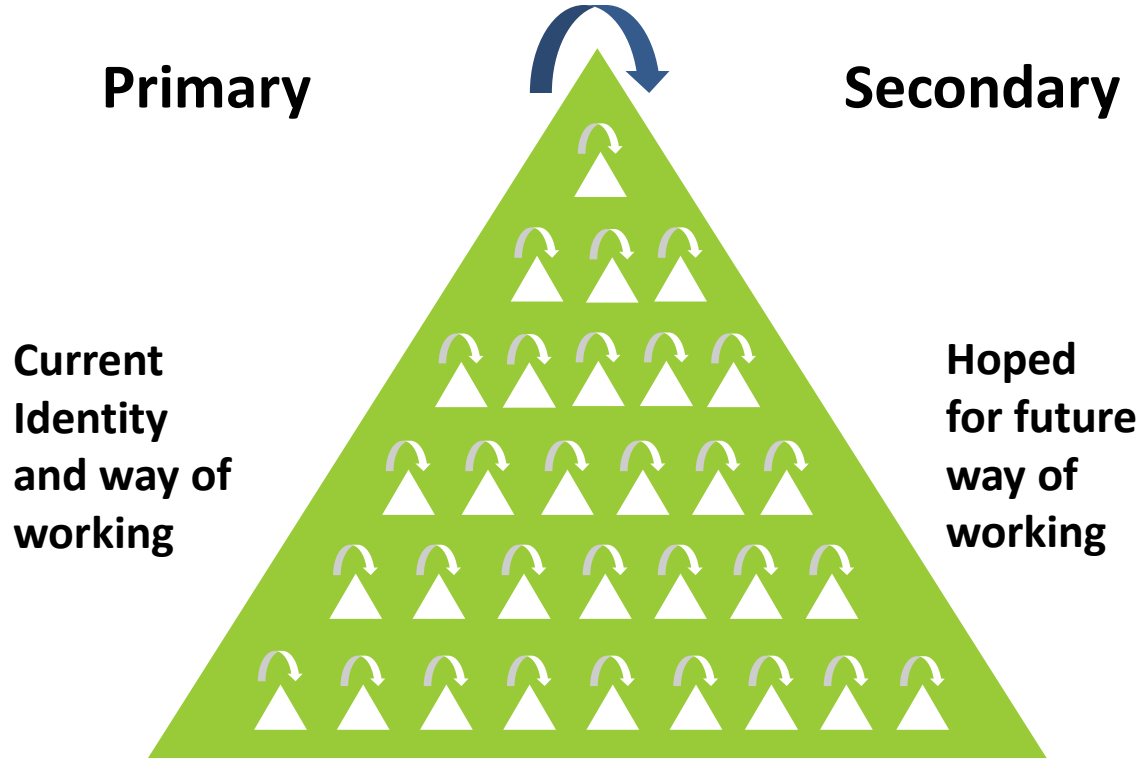
- Strategy & Frameworks

- Relationships & Individuals



Edge Model for Change

Starting Point
Everyone will be in different primary states



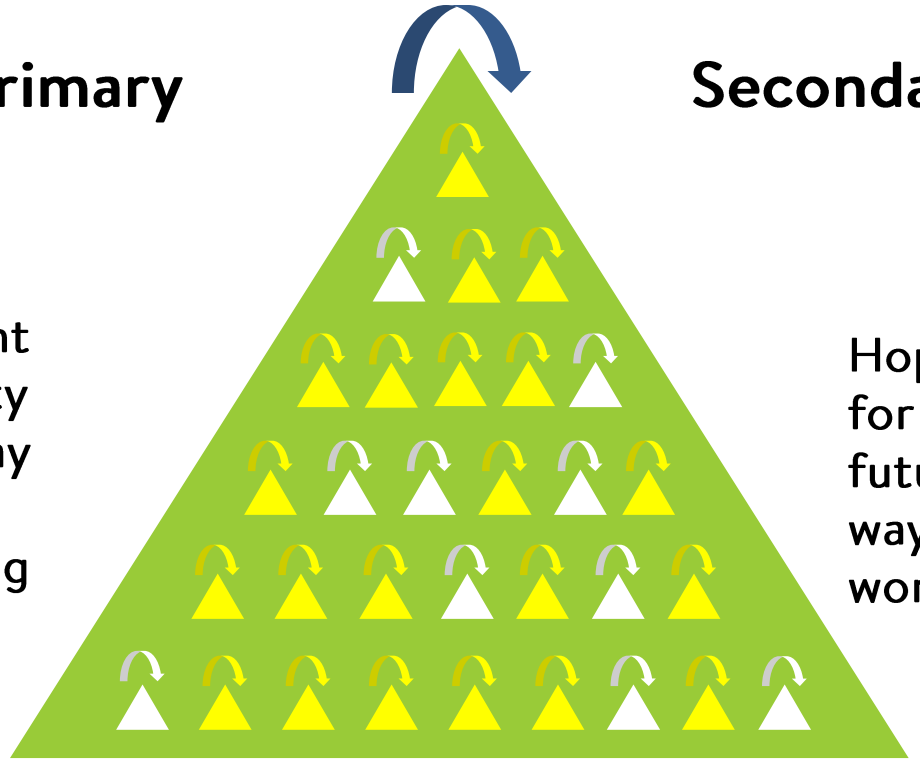
Edge model for change - Mindell

Edge Model for Change

Starting Point
Everyone will be in different primary states

Primary

Current Identity and way of working



Secondary

Hoped for future way of working

Outcome
Large majority alignment required to achieve a collective secondary

Edge model for change - Mindell

Edge Experience

Poor quality relationships

- John & Julie Gottman
- 40 Years of relationship research
- 69% of relationship issues are perpetual
- Could predict with 91% accuracy if a relationship would last

- Successful Relationships:
    - 5:1 Ratio of positive to negative interactions
    - Increasing positive interactions during conflict
    - Reducing negative interactions during conflict

Potential Edge Behaviours

Four relationship toxins

- Blame or Criticism
- Defensiveness
- Contempt
- Stonewalling

Feedback and learning loops

	Intention	Behaviour	Impact
Me	✓	✗	✗
Others	✗	✓	✓

Feedforward - COIN

Context

- The context; what, where, when, whom

Observation

- What I observed was …

Impact

- The impact of that was ….

Next

- How do you want to handle that next time

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Thank you !!

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