



Emergent Change

a
**Co-creative
Approach**

Feb. 5, 5:00 p.m.–Feb. 8, 1:00 p.m., 2007
The Whidbey Institute at Chinook
Program fee: \$795 (\$550 for 501c3 organizations)

**a seminar for
individuals
involved
in the
development,
growth, and
change of
organizations
and
communities**

the PROGRAM

Powerful opportunities and resources are available when we fully appreciate and utilize principles and practices associated with emergent change. In this seminar, we will deeply explore an approach to enable transformation at the level of individuals, teams, organizations and large societal systems.

Approaching systems more as gardeners than as mechanics...

We call our approach co-creative because we establish partnerships with the systems with which we work on the basis of deep respect. We view whatever is happening as the legitimate efforts of a living system to bring about stability or adaptation as it makes its way in the world. We view not only individuals, but groups, organizations and communities as living systems, with lives of their own. This means that when we face unfamiliar opportunities, overwhelming complexity, confusion or conflict, we endeavor to discover what season of life the system is in. We facilitate change according to the natural processes and skills that correspond with that season. This approach enhances our capacity to locate ourselves in any situation—even amidst profound complexity and conflict—to be able to sense what is needed and offer productive response and action.

We will explore what a *gardener* needs to work in this way, including:

- Where is the system in its lifecycle? What is needed at different stages to help the system function at its best?
- When to intervene? When should we trust the system to use its own resources for its evolution? When should we influence what is emerging, and what skills do we need? Which actions are in harmony with the system's own life path?
- How do we establish conditions for the growth, health and sustainability of what is emerging?
- What "nutritional" resources are required at different phases?
- When does a system need to be protected (such as in a greenhouse) and when would it be helpful to induce stress in order to promote optimal growth?

SEMINAR FACULTY



Craig Fleck consults, coaches, facilitates and designs learning experiences for organizations in all sectors. His program called the **Change Acceptance Process** has been delivered globally by two Fortune 500 firms. Clients include GE, 3M, NEA, and Cargill.



Roger Harrison's long international consulting career includes designing programs on Positive Power and Influence, the popular book, **A Consultant's Journey**, and much speaking and writing.



Mitch Saunders is both a practitioner and pioneer of personal and organizational change. His specialty is guiding high stakes, multifaceted breakthroughs; for example, the conversion of a military base into an innovative state university.

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the EXPERIENCE

We shall bring an issue or case relevant to all participants for us to work together, learning a process, tools and methods to apply as we go to gain an understanding of what it means to work with collective change as co-creative partners, working with the system, rather than upon it. As participants work on systems issues in real time, the faculty will periodically stop the action, invite conversation and reflection about what is happening, and introduce principles, concepts and practices for application to the dynamics at hand.

Stretching and growing our intuitive abilities...

Working with emergent change relies in a major way upon our inherent but often underdeveloped capacities for sensing or feeling into the heart or soul of a system to discover where the system needs and wants to go. As we wrestle together with a difficult and complex systems issue, we shall have many opportunities to stretch and grow our intuitive abilities and to learn firsthand what powerful assets they can be in working with living systems in co-creative partnership.

the DETAILS

The beautiful Whidbey Institute at Chinook is located on Whidbey Island, just 60 minutes north of Seattle. Accommodations (some singles, some shared) and meals at Whidbey Institute are \$370. Rustic cabins with detached baths are also available. In addition, Whidbey Island boasts a wide variety of lodging at inns, motels and B&Bs (list available on request). For those with accommodations offsite, meals are \$112 (not including breakfast).

REGISTRATION
&
INFORMATION

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