

Purpose

The purpose of this process is to connect your feelings about a change question or process and see how you think your feelings are reflected in the wider system. In the first instance you should do this for yourself with your Thinking Partner. *The format works equally well for small groups and we will come back to that as part of the time we spend together.*

Tools

You will require:

- A3 print version of the Change Transitions Model
- Wooden 'Representatives' – small wooden figures that you will use to place the various players involved in the change on the printed Transitions Map
- Small post-it notes
- Marker Pens
- Your Notebook
- Phone for photos

Time and Process

Usual Rules of Engagement; a quiet space, phones and alerts off, listening with attention and grace. There are 2 parts to the process: Acknowledging and Transitioning.

Overall I would suggest you give yourselves 90 minutes, this will leave time to say hello, find your way around the process and take some time to reflect on how it went including feedback to the Thinking Partner. For clarity the Thinking Partner does not need to do anything or understand anything about the change, they are just there to hold the space, work through the pattern of questions and give you the space to figure 'it' out for yourself.

The following two pages take you through each stage in detail. It will feel weird, but that's because it's new and that's good!

Acknowledging – 35minutes- 5minutes per stage

What is the change issue/change question you want to investigate?

Choose a representative of this and place it on the transitions model, somehow mark it so you remember what it represents. What feels true about this?

What is your sense of what is behind/underneath the issue/question?

Choose a representative/ piece of paper of this and place it on the transitions model, one behind, one underneath. What feels true about this?

What else plays a part in the issue/question?

Choose a representative/s of this and place it on the transitions model. What feels true about this?

Who is affected by the issue/question and how?

Choose a representative/s of this and place it on the transitions model. What feels true about this?

What would it be like is the issue did not exist?

Choose a representative of this and place it on the transitions model, somehow mark it so you remember what it represents. What feels true about this?

Now place yourself on the map without moving any of the other representatives

Notice what you see that you didn't see before, notice what you can't see, get up walk around, notice how it looks from other perspectives

What feels true for you as you stand in the system?

Make some notes and photograph the 'system' from different angles so that you don't lose the learning

Transitioning 30minutes: 5minutes each question

What small steps can you take to clarify and address what you believe lies beneath the change issue/ change question?

Move your personal representative accordingly

Who else that is already on the board could play a part in resolving the change issue/ change question?

Move other representatives accordingly

Who would be affected if the change issue/ change question did not exist and how?

Are these people already on the board if not place them now

Now step back and look at the 'system' that you have created what feels true for you now?

Finally thinking about these questions, make a final move that you feel is possible

How might you influence a change in the dynamics?

What are you willing to let go, to make the system 'better' ?

Make some action notes; what do you need to do now?

Photograph the 'system' from different angles so that you don't lose the learning.