# imagine

OCTOBER 25-27, 2022

POWERED BY **ICF** Coaching Education

**envision**

# Dancing with Emergence

Creating from what is trying to happen

**Marita Fridjhon**

CEO | CRR GLOBAL INC.

envision

# Relationship Matters...

From the **Living room**,

to the **Board room**

to the **Zoom room**

and beyond.

imagine

envision

# Expanding on the five principles of RSI

**Each relationship system has its own unique identity or personality.**

- Sports teams and musical groups provide vivid examples of the personality of a system.

**Every member of a relationship system Is a voice of the system.**

- To hear all voices and opinions, we must practice Deep Democracy.

**Relationship systems are naturally intelligent and creative.**

- Lift your gaze to the larger whole.
- Although what's trying to happen may seem disruptive, ask these questions. What wants to emerge? What is our system trying to reveal to us?

**Relationship systems rely on roles for their organization and execution.**

- Roles belong to the system, not to individuals.
- Leadership is also a role of the system.
- Rather than pressuring one leader to have all of the answers, empower teams to share the load and lean into the system for solutions.

**Relationship systems are in a constant state of emergence.**

- Create from change rather than reacting to it.

imagine

envision

# Objectives

## The SCIRES Model

**S** = Seeing, hearing and sensing the **system**

**CI** = Holding **Conscious** and **Intentional** relationship

**R** = **Revealing** the system to itself

**E** = Working with conflict to facilitate **Emergence**

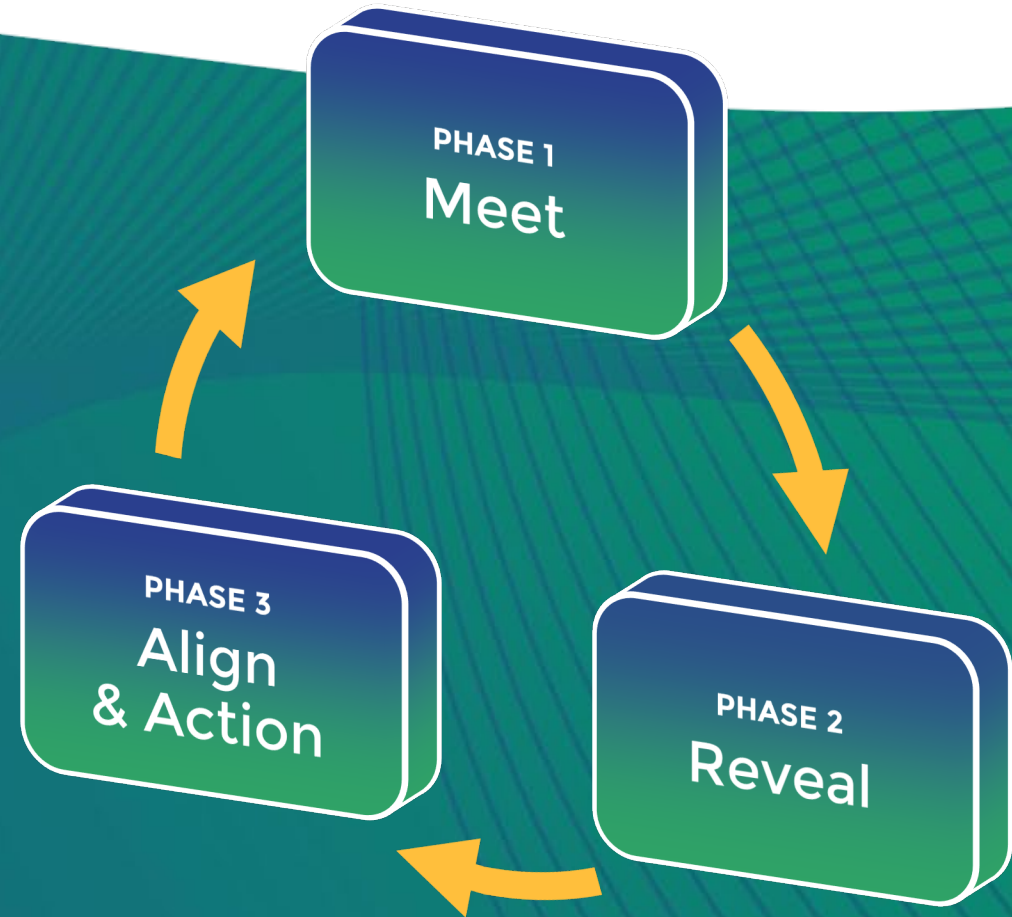**S** = Co-creating systems inspired **Safety**



*imagine*

# Systems Inspired Coaching

The ability to create and coach *from* the system, trusting that the solution is already there and waiting to be revealed.

Downloading the wisdom of the client instead of uploading ours!

# imagine

## Meet the System

## CHALLENGES

- Making assumptions about knowing who is in front of you and what their current experiences are

- Meeting too fast

- Asking questions that you have answers for

- Staying too long

# Meet the System

## OPPORTUNITIES

- Normalize that it is ok to not be ok

- Encourage diversity of experience and a climate of collaboration rather than competition

- Curiosity about what is working as well as what is not working

## TIPS & TOOLS

- Create a Designed Team Alliance (Social Contract) for **being** while working together

- Atmosphere/Culture/Climate

- When it gets difficult?

- What will have them flourish?

- Create co-responsibility

*imagine*

envision

# Reveal the System

## CHALLENGES

- It is their system to reveal, not yours to expose

- Not hearing all voices/voting for the ones you relate to

- Going deeper than they can process and create from staying too long

envision

# Reveal the System

**imagine**

## OPPORTUNITIES

- Normalize; an abnormal reaction in an abnormal situation is normal

- Pause to reflect on what is not ok. Honor grief and disappointed high dreams

- Honor the diversity of each experience of being in a different place from a collaborative rather than competitive space

- Catch them at their best.

## TIPS & TOOLS

- "Hear, See, and Sense the System"; reflect that out to them and get their take on it, unfold from that

- Create systemic awareness; it is not about who is doing what to whom… It is about what is trying to happen.

- Normalize conflict as a signal for constructive change wanting to happen

- Allow ventilation if needed. Use known protocols to manage ventilation

- Use Systemic Constellations

**envision**

# Align and Act

## CHALLENGES

- Not saving enough time to start creating alignment and action from the process

- Revert to the Consultant hat designing not their outcomes but where you think they should go

- The team/client or the coach taking on unrealistic actions and setting up failure

- Failure to celebrate the success of this session, these outcomes

imagine

# imagine

## Align and Act

**envision**

- Honor the collective wisdom of the system itself

- Lean into the RSI Principle that Systems are in a constant state of emergence, and they now have an opportunity to create viable action and change from that

- Ensure that all voices have been heard and they create documentation of what has been postponed for the next session

- Create alignment and Action from collective input.

- Educate and use the Edge model and let them collectively choose where action need to happen first, and what the MVE is for that.

- Once alignment on action has been achieved, do a positive rehearsal of desired outcomes and establish measures for success

- Do an appreciation loop for what has been achieved

# Stay Connected

**Marita Fridjhon**

> Marita's bio

> Email Marita

facebook.com/crrglobal

linkedin.com/company/crrglobal

twitter.com/crrglobal

SYSTEMS INSPIRED LEADERSHIP
Frank Uit de Weerd and Marita Fridjhon

CREATING INTELLIGENT TEAMS
Dr Anne Rød
Marita Fridjhon

> crrglobal.com/book/systems-inspired-leadership

> crrglobal.com/store/creating_intelligent_teams

RELATIONSHIP MATTERS
CRR Global

Tune in and listen!

CRR Global Podcasts
> crrglobal.com/resources/podcasts

CRR Global

crrglobal.com

# Thank you!