



Avoiding Parachuting Cats into Borneo

... and other Stories from the Change Café

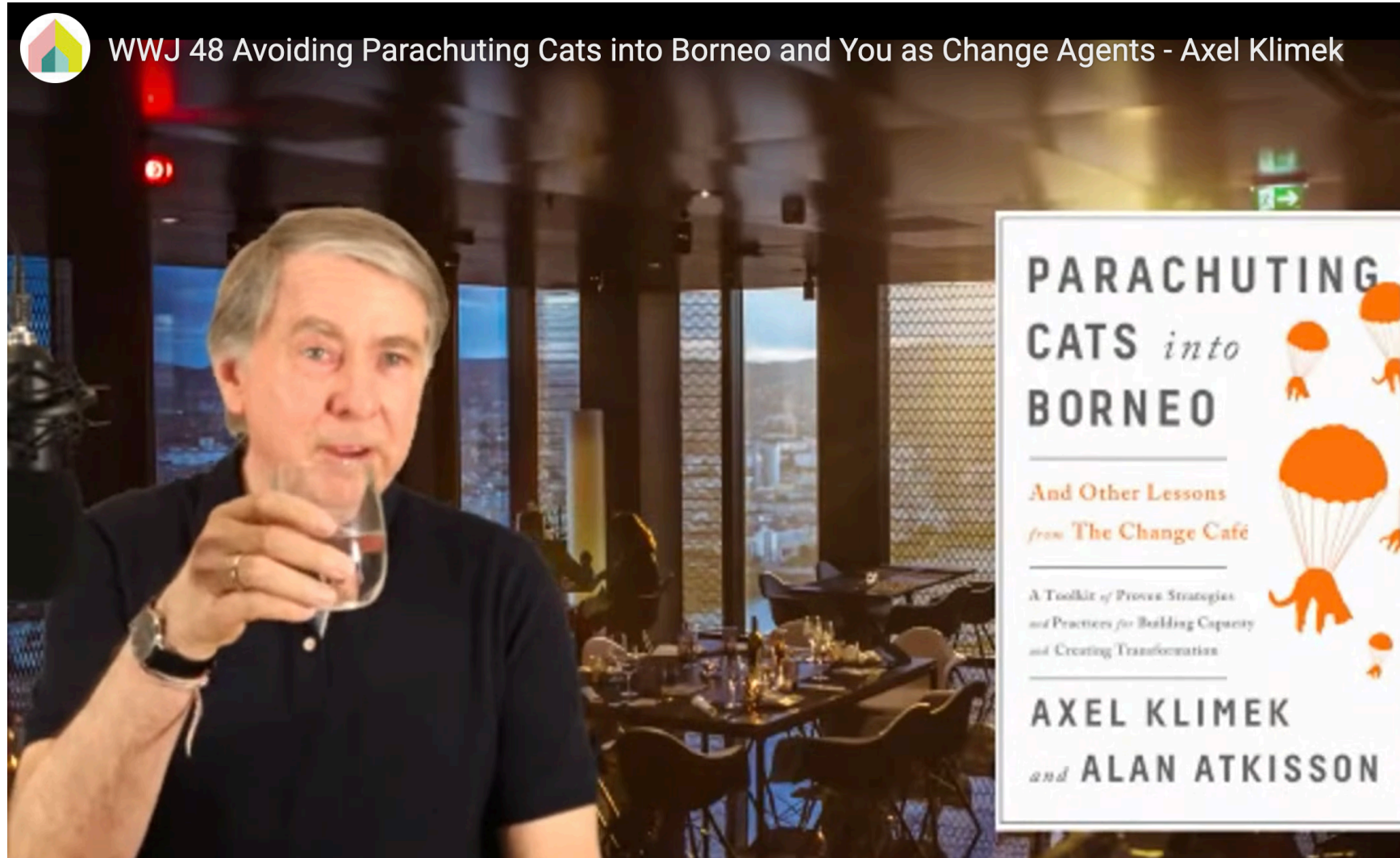
WWJ #48

Axel Klimek, March 3, 2021

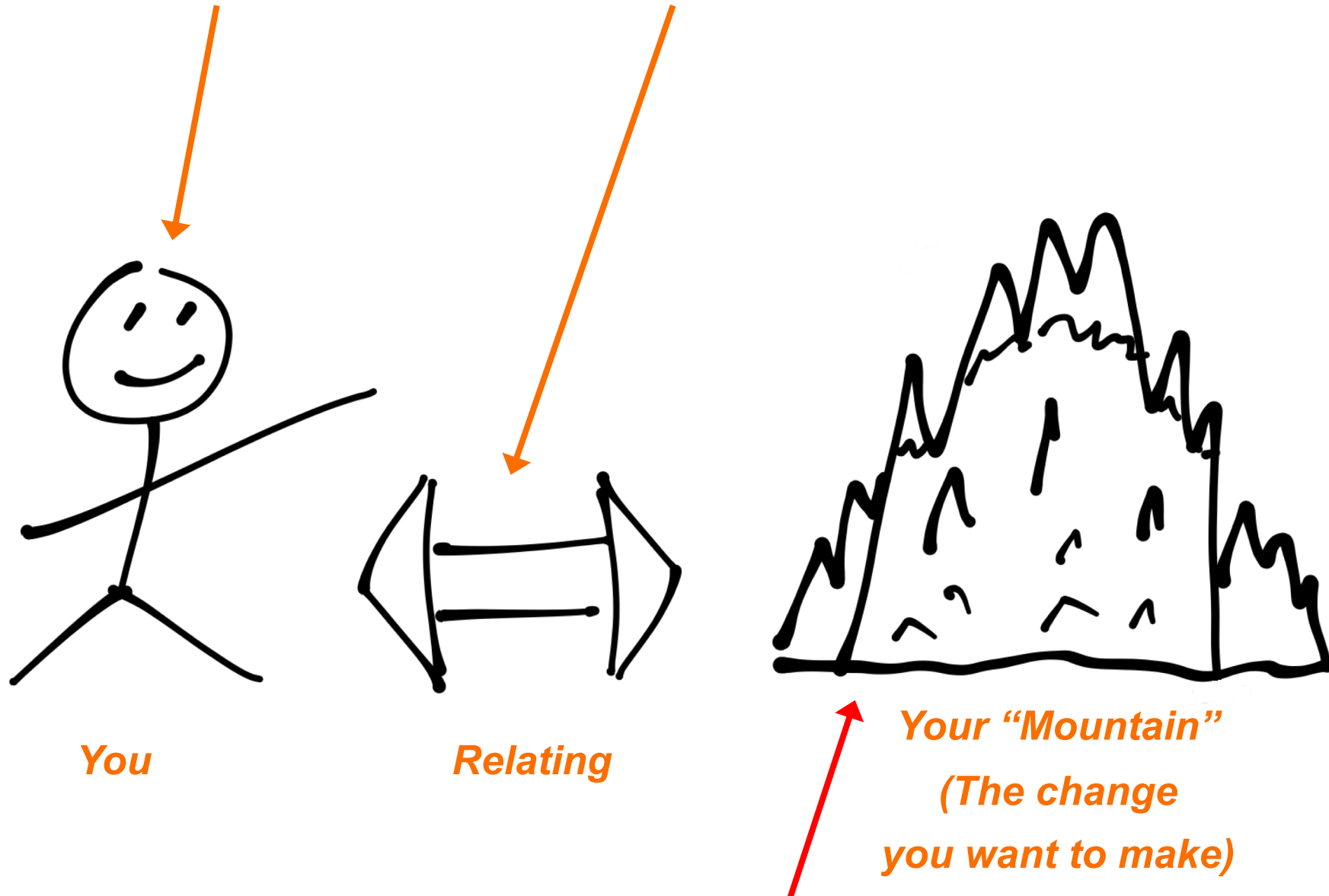
Welcome to the Change Café.



WWJ 48 Avoiding Parachuting Cats into Borneo and You as Change Agents - Axel Klimek



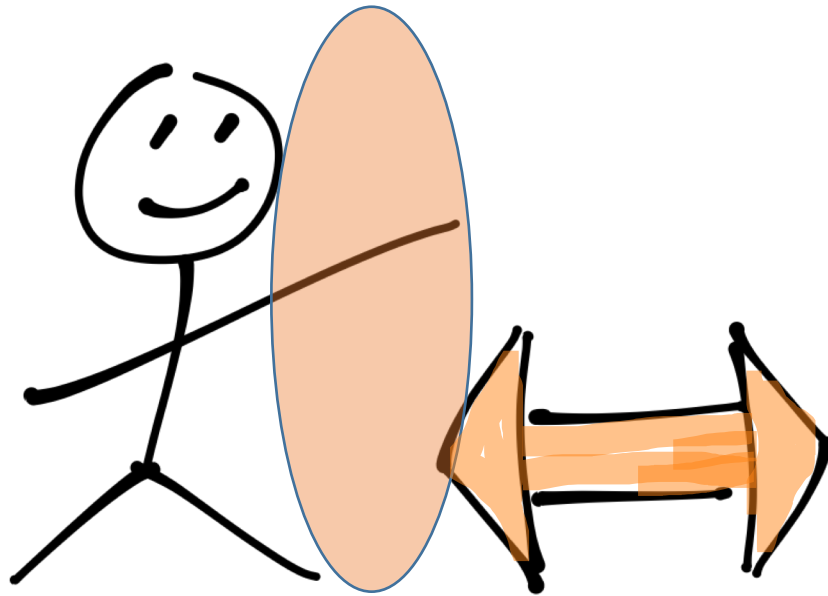
First, explore **YOU** and your *relationship* to change.



Most change approaches focus on the **mountain**.



There is no reality, but only your reality.



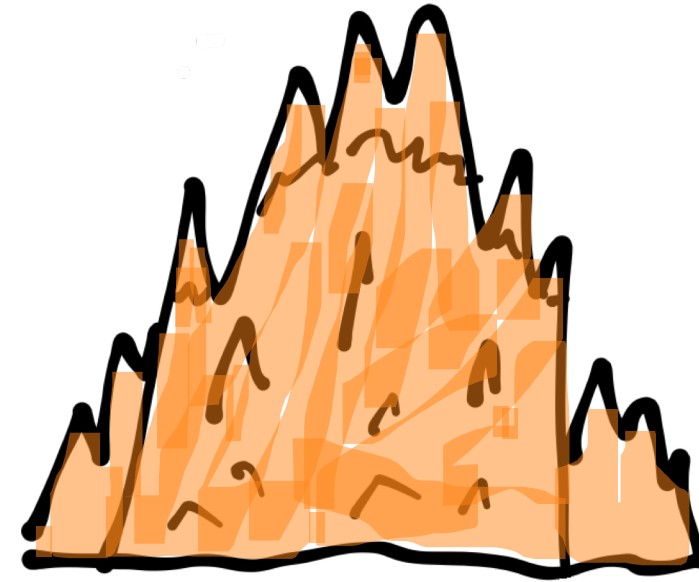
You

Relating

Filter

Mindset

Action logic

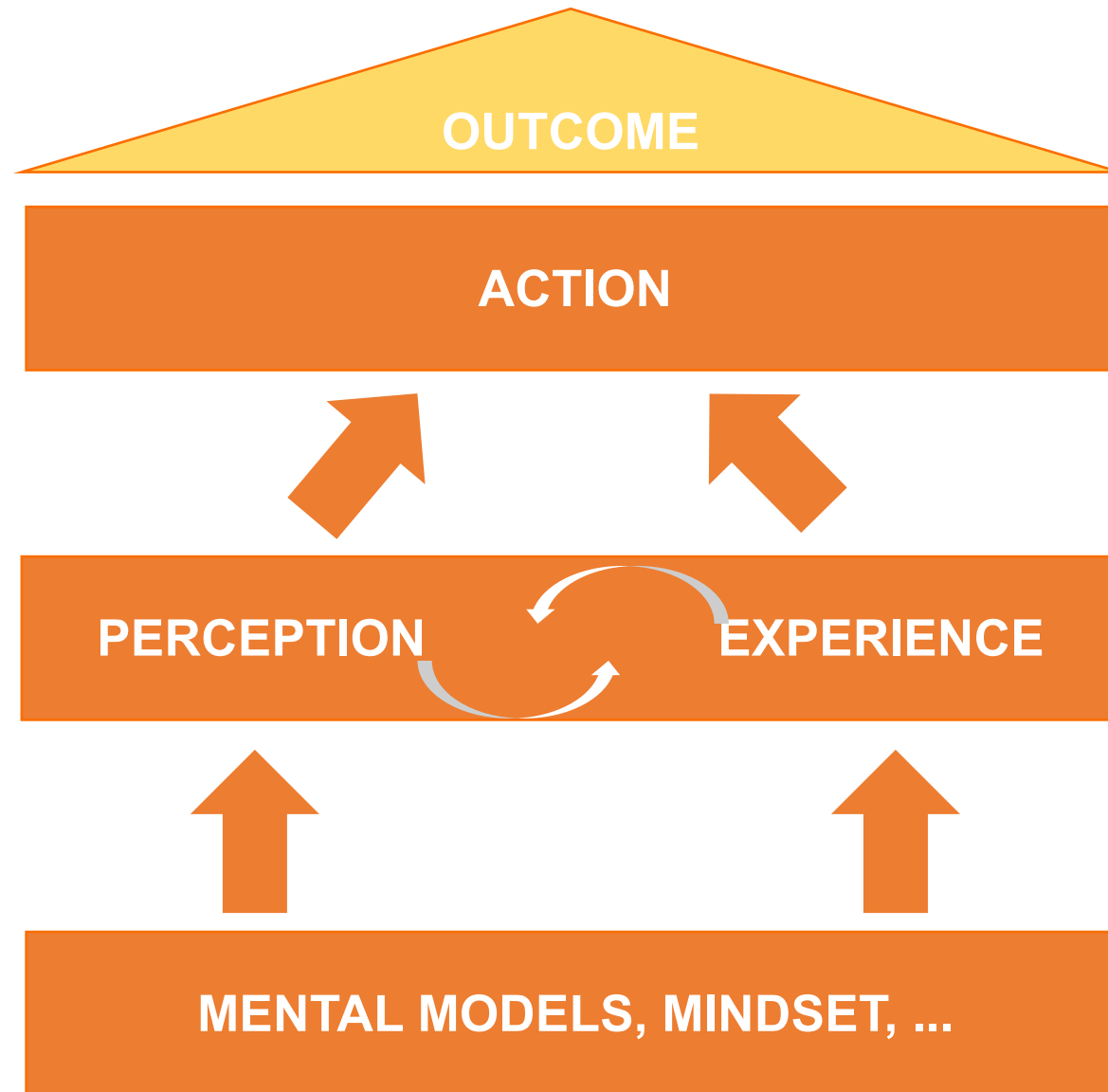


Your "Mountain"

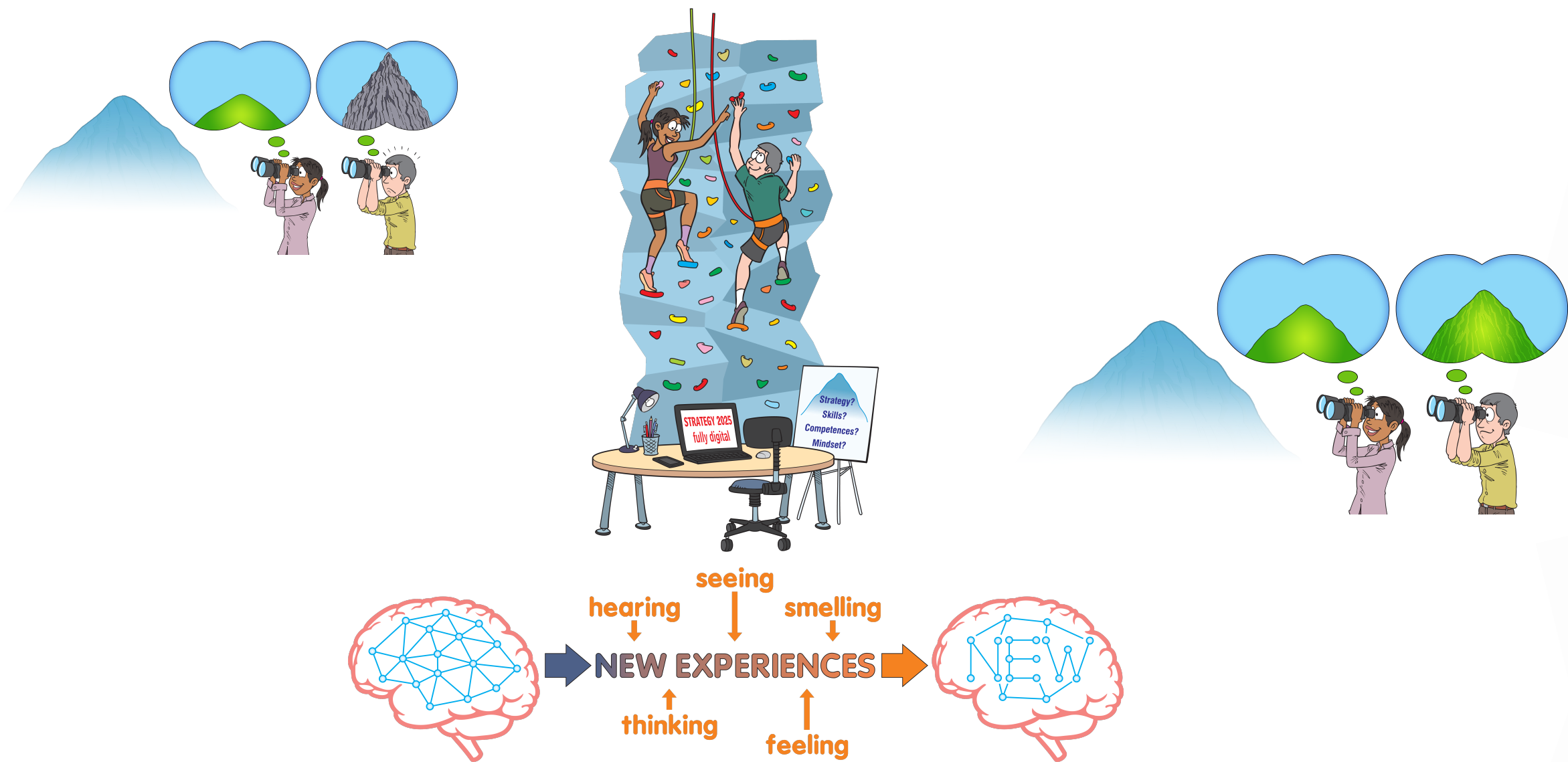
*(The change
you want to make)*



Mindset shapes perception/experience & determines actions and outcome



Plasticity of the brain allows mindsets to shift



Torbert's Levels of Leadership

Level	%	Mindset
Alchemist	1%	Creates paradoxical seizure; transforming the world upside-down.
Strategist	4%	Makes the connection live in the room; creating conditions for transformational shifts.
Individualist	10%	"I can see how things are connected around here."
Achiever	30%	"This is where we are going; I need it solved by tomorrow."
Expert	38%	"If you have a problem, I can tell you exactly how to solve it."
Diplomat	12%	"What do I need to do to get accepted around here?"
Opportunist	5%	"Looking for the next deal." "How can I win?"



Developing your Leadership Competence

To lead successfully in a complex context, your mind needs to learn the ability to “surf heavy waters”:

- Stay calm, flexible and mindful when turbulences increase
- Align yourself to the bigger picture/purpose
- Listen in and use your own inner reactions as indications
- Utilize the dynamics of contradictions in the room
- Trust the wisdom of the field and invite it in
- Value everything that happens as a great learning
- Expand your awareness further and further to the obvious, the hidden and the emerging future



COACH State for Self-development



CENTERED
OPEN
AWARE
CONNECTED
HOLDING

Robert Dilts & Stephen Gilligan
Generative Coaching



COACH State – Steps towards the Goal

CENTER

OPEN

AWARENESS

CONNECT

HOLD

Open vertical channel, add **COACH** elements

1. CENTER: attune to heart / belly mind
2. OPEN: to peripheral, content free field
3. AWARE: sense subtle and hidden signals
4. CONNECT: to positive resources, potentials
5. HOLD: a space for everything to emerge



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