



- PARTNERSHIP -

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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

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What is a Relationship System?

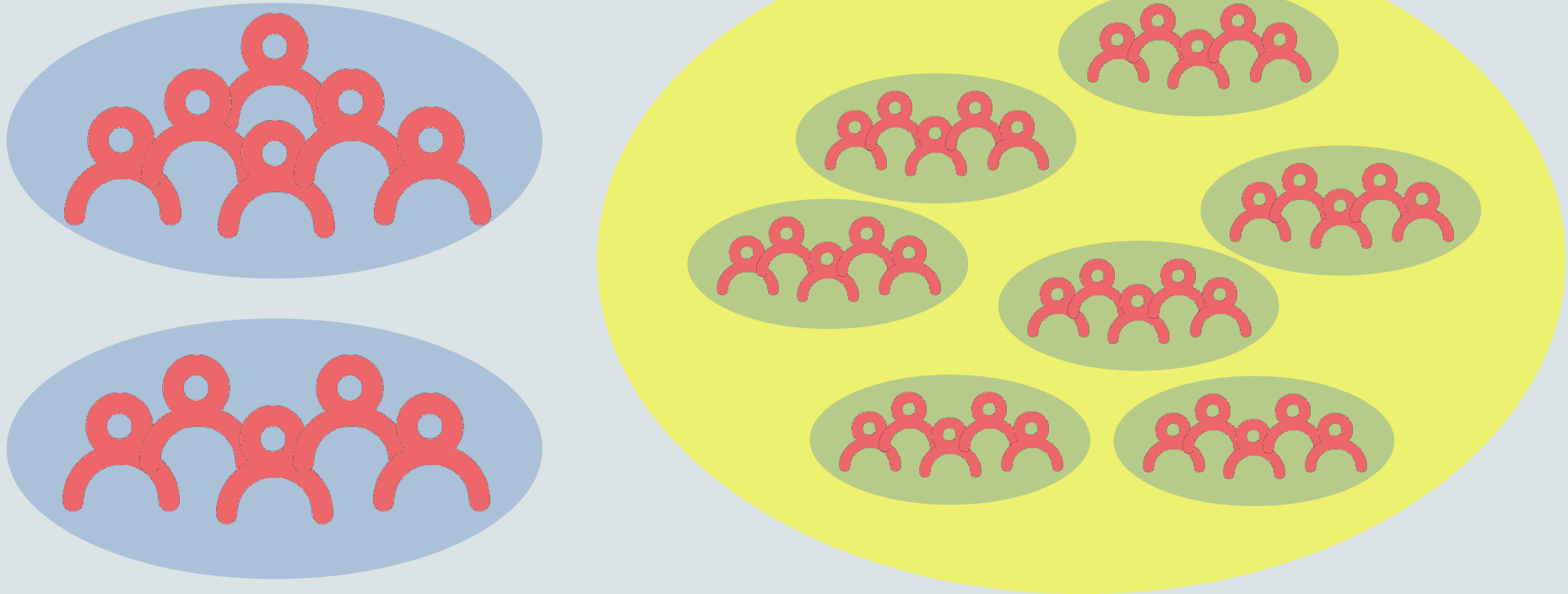
Discuss in small groups ...

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

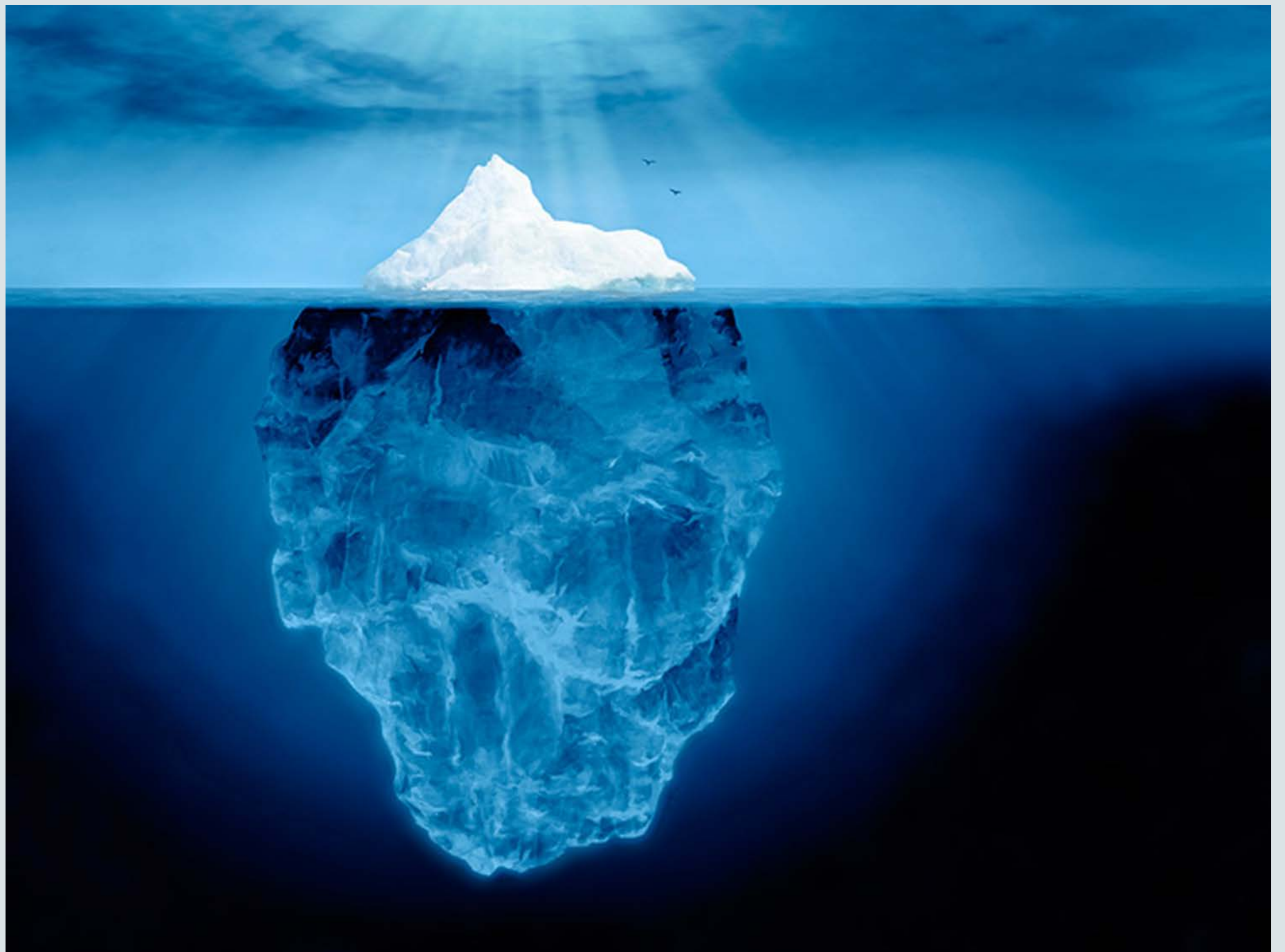


Voices of the System



Each voice of the system carries information the system can use.

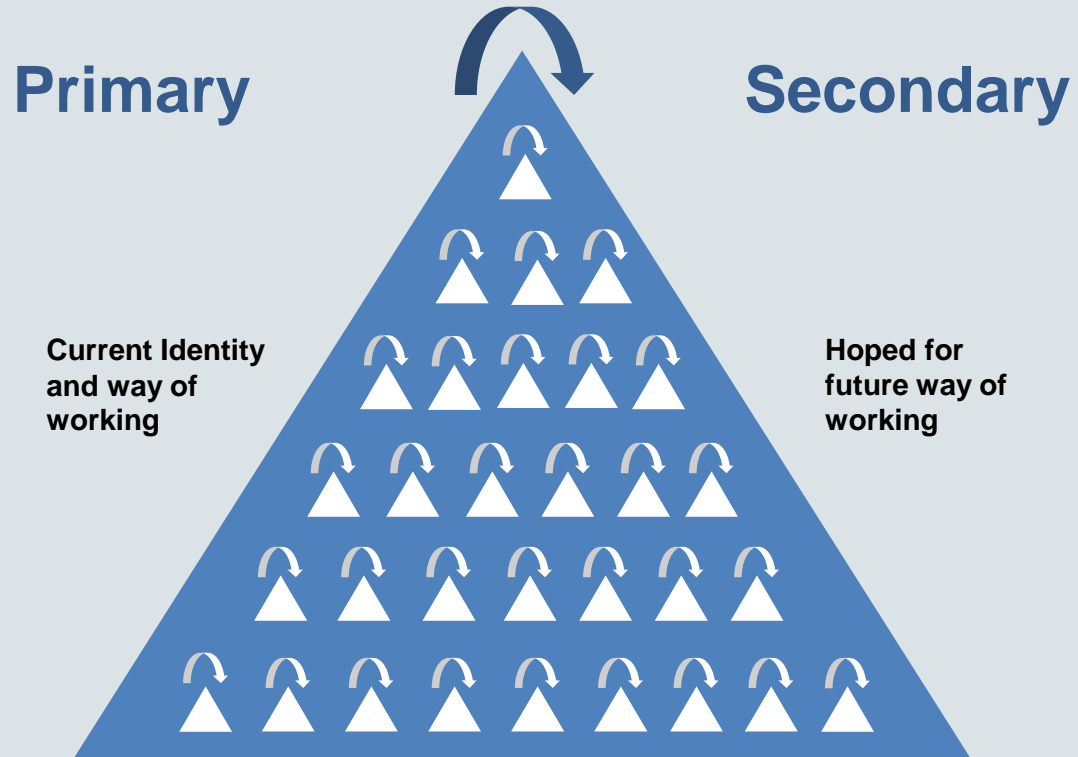
Deep Democracy





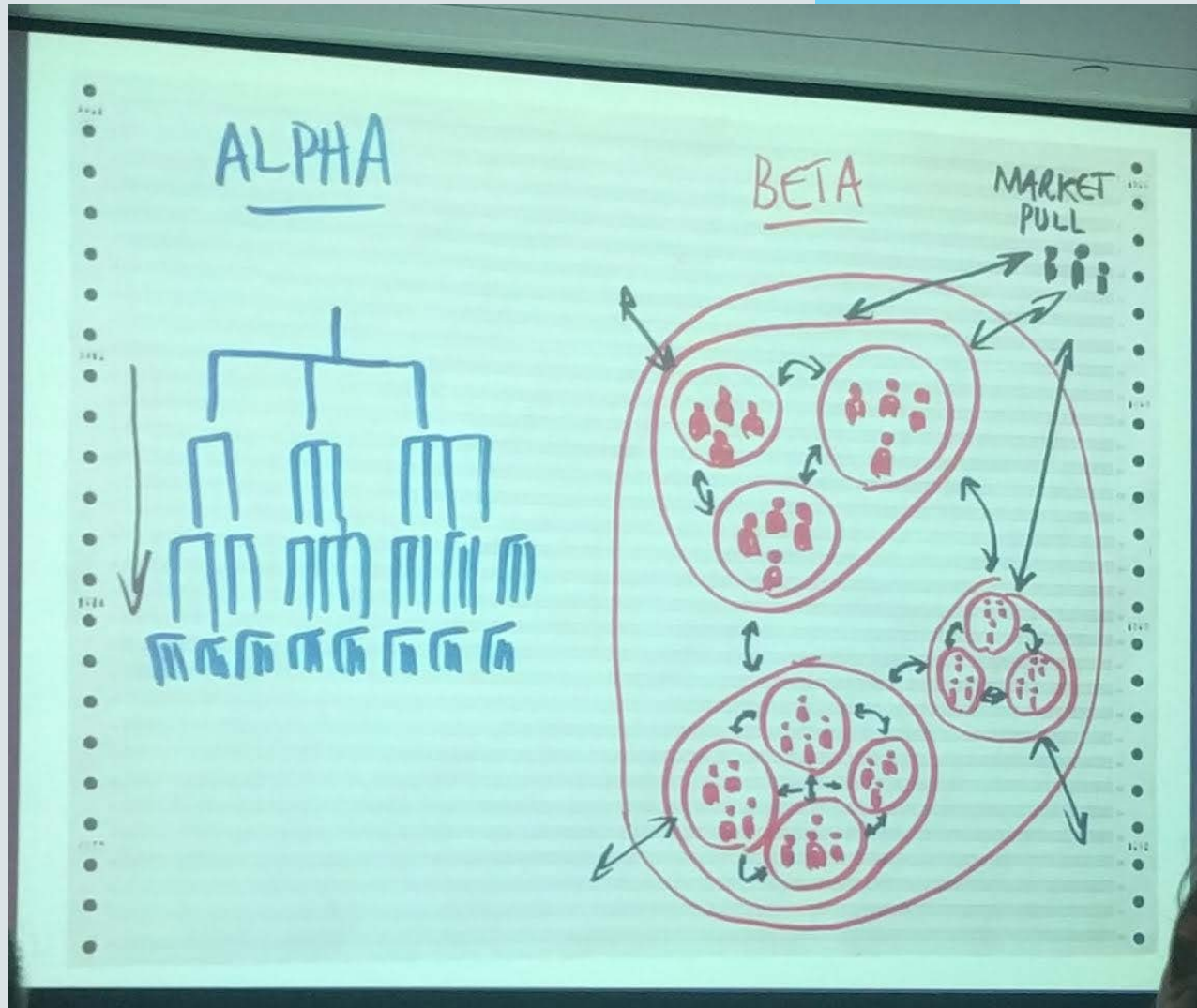
Edge Model for Change

Starting Point
Everyone will be
in different
primary states



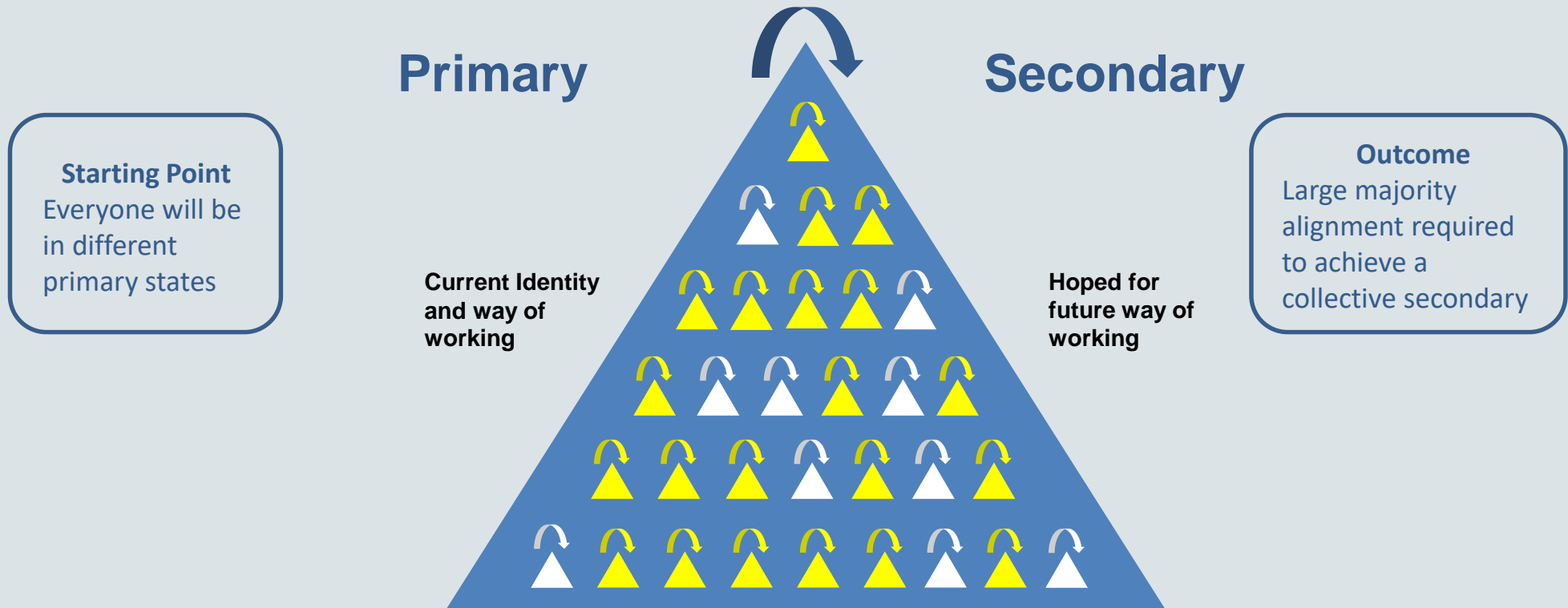
Edge Model for change - Mindell

From Chips to Pizza





Edge Model for Change



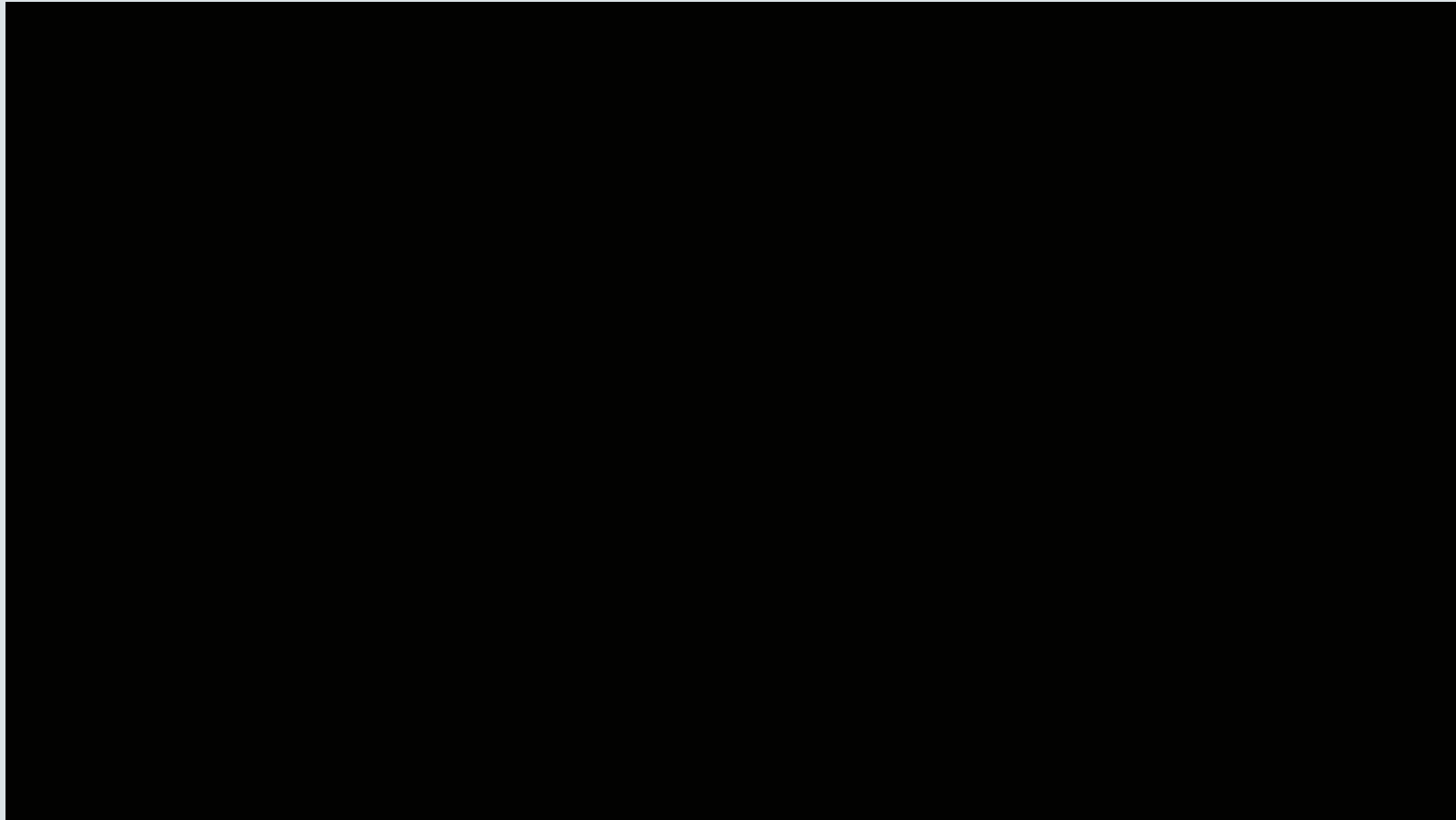
Edge Model for change - Mindell

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People Crossing an Edge ...

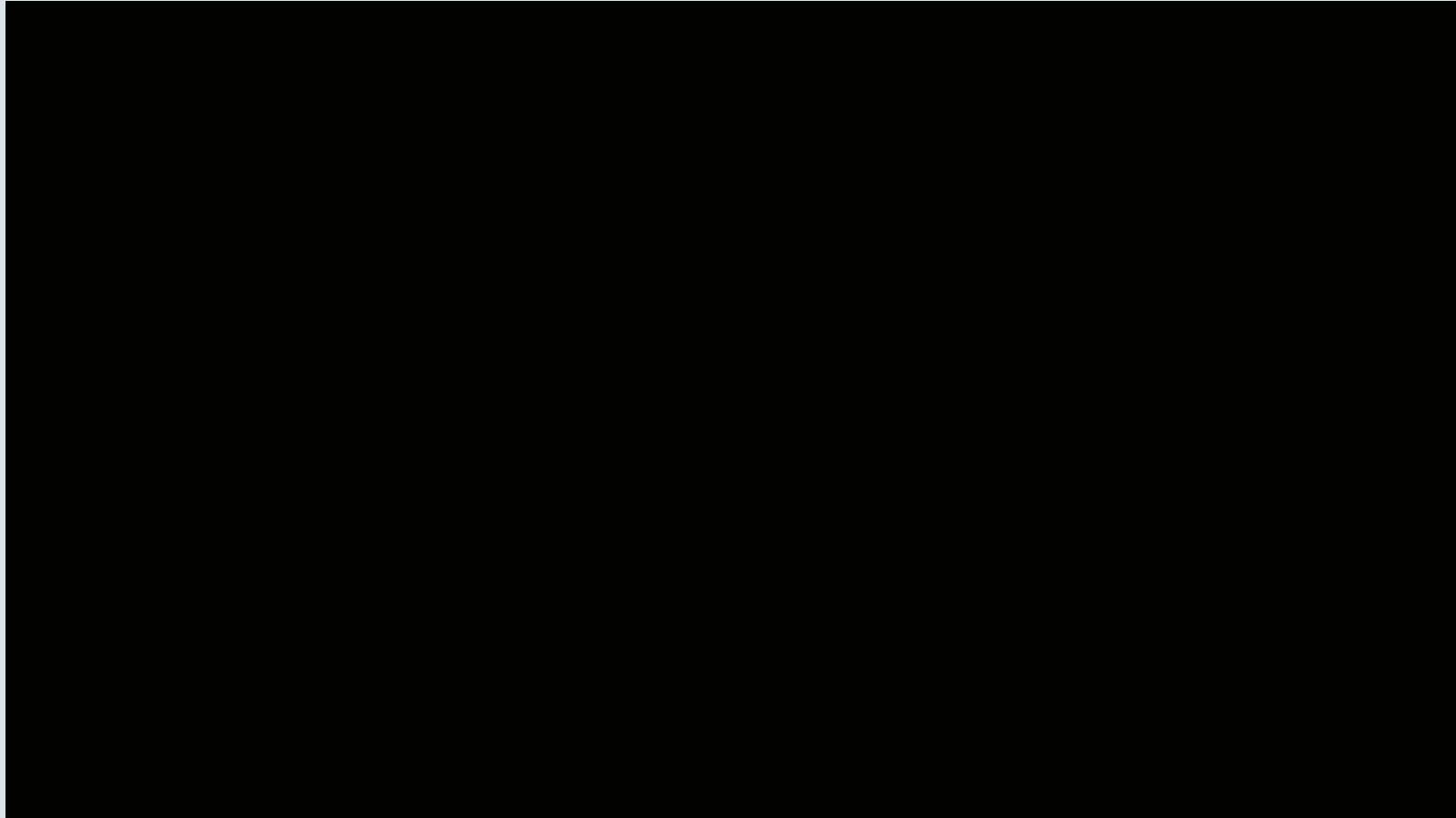


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People Crossing an Edge ...



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Debrief



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What was primary ?

What was secondary ?

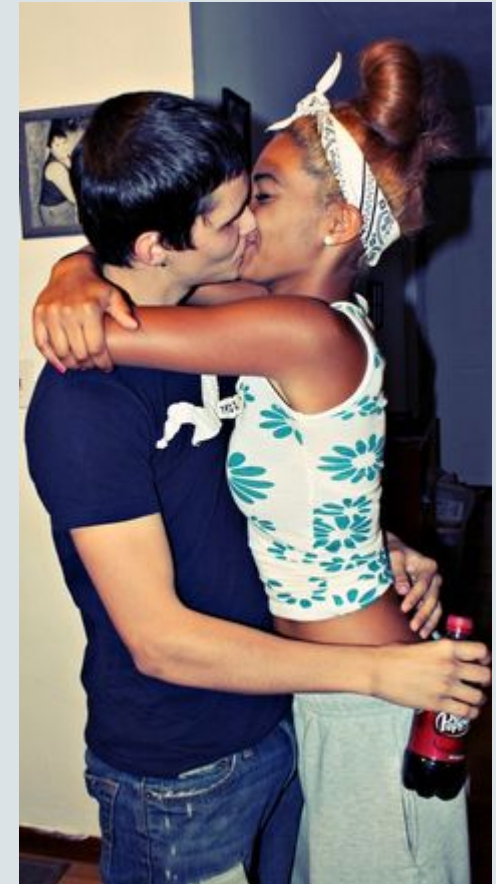
What edge behaviours did you notice ?
On screen and within yourself

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Edge Experience



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Edge Experience Debrief

What was that like, what Edge Behaviours did you experience

.....

How did you feel?

those What did you observe with your own movements and
of others?

What were you thinking?



Group Discussion

What primaries and secondaries do you think exist in and between the teams you work with or in?

What are the human and project related issues?

What Edge behaviours are showing up?



Poor quality relationships

John & Julie Gottman

40 Years of relationship research

69% of relationships problems are perpetual

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 Turbulence

4 relationship toxins

Blame or Criticism
Defensiveness

Contempt
Stonewalling





Feedback and learning loops

	Intention	Behaviour	Impact
Me	✓	✗	✗
Others	✗	✓	✓

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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



Feeding forward

Giving feed forward ...

- Examine your own motives
- Use Statements “I perceive, I see, I feel ..” instead of “You are”
- Describe the impact the person has on you
- Look for positive intentions behind other persons behaviour and acknowledge them
 - “when we work together I feel ... that you try to “
- State what you want to see less & what you want to see more of

Receiving feed forward

- Listen, recheck what you heard.
- Say thank you, remember it is only one person’s perspective

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Thank you