

Supporting organisational learning, adaptation, and renewal

Building resilience and strengthening organisation in complex and uncertain times.



In these times of volatility and uncertainty, organisations are asking more questions. These questions range from the complicated to the complex. Complicated questions are more about securing resources and communications strategies for serving these, and developing PME systems and capacities, often compliance-led. The more complex questions ask about how to deal with conflict, develop realistic and innovative strategies, how to shift to a learning and adaptive practice, how to establish and maintain mutually beneficial collaborative networks with others, as well as organisational transformation and identity. The latter are mostly linked to cultivating organisational resilience.

Despite the glaring challenges we face as organisations, we already know the answers to many of our questions. As human beings, we have an intuitive sense of what is right and what will transform our organisations into effective joyful places that they can be. What then is holding us back? Despite a growing appreciation for new thinking our current understandings, values and organisational practices are still deeply embedded in the traditional instrumentalist, managerial paradigms that no longer serve us. Change on this level is not easy, it requires us to reveal and confront these deeply ingrained thinking patterns, to disrupt old patterns and behaviours, essentially embarking on a process of unlearning. Fundamentally, organisations are complex living phenomena, not machines that can be calibrated and manipulated into performing better. More gardening, less engineering.

What we offer:

A. **Facilitating Organisational Change and Renewal:**

We begin with an initial survey engaging staff and stakeholders and opening an organisational conversation. The intention is to build a relationship of trust with the facilitator, enabling honest reflection. Working with the U-process we help organisations to connect with their past and present journey, analysing and making sense of the emerging organisational picture in context. We help organisations to face what is no longer serving them, to reconnect with their core identity (values), and to move into the future with inspiring, transformed images of organisation, relationships, strategy and practice.

B. **Organisational Review and Strategic Planning:**

We provide facilitation and process support to organisations engaged in cyclical processes of review and strategic planning. We support co-creative design of participatory processes that enable organisational learning, and adaptation in developing sharper strategic and programmatic responses to change. Our support is designed to leave organisations strengthened with an increased capacity to learn and adapt into the future.

C. **Leadership accompaniment:**

Here we walk alongside leaders/managers as they navigate their difficult and often lonely paths in the organisation. In our sessions we listen, and ask focused questions, helping them to see their leadership. We apply our action learning and adaptation methodologies to support continued growth, developing their capacities to respond and problem-solve in the organisational context.