

## A MESSAGE from Marita Fridjhon, co-founder CRR Global

As we approach the end of 2018, there is much to celebrate at CRR Global as ORSC™ continues to grow its global footprint.

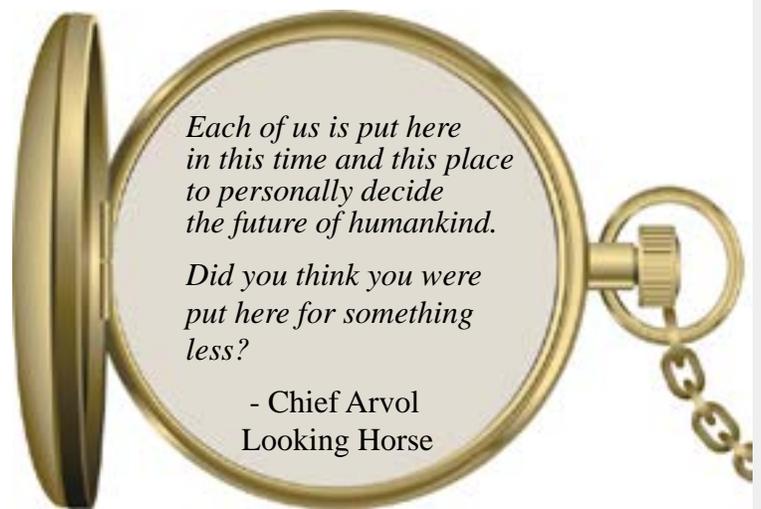
We added new partners in Kiev and Lebanon and have added courses in Australia as well. A big *thank you* to all of our global partners for saying “yes” to produce our work in their territories.

Several years back, we initiated a program to license ORSC™-certified practitioners with extensive practices to deliver RSI@Work to their client teams. This is an ICF-accredited offering similar to ORS@Work, and has been adapted for intact teams. Three of our licensees stepped into significant evolutions of this offering, both in the Netherlands and in Ethiopia just recently. Read further down for the amazing story of the EthicalCoach initiative in Ethiopia (pg.4).

It is clear that systemic coaching has finally arrived and CRR Global and the ORSC™ model are gaining increasing traction worldwide, particularly in the corporate and Agile world.

In the midst of these positive experiences, we acknowledge that we are living in challenging times. We are impacted by aggressive world leaders, an increase in hate speech, and the perils of climate change leading to a spate of record-breaking natural disasters.

Here then is our invitation and challenge as Relationship Systems Coaches... step beyond the political and ideological divide and be in an open, gentle and authentic conversation with the person in front and beside you. In relationship, find the higher ground of that which we hold in common. Listen... listen well... and listen to understand rather than respond. THIS is the walk the talk of our work.



**Marita Fridjhon**

## China

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Congratulations to this group of graduates who completed the first ORSC™ series in Shanghai in June. *Way to go!*



## Japan

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CRR Japan is delighted to introduce two new faculty members: Shiho Tsuchiya and Keiko Muramatsu.



**Message from Shiho:** *“Hello. I am Shiho Tsuchiya. I have become a certification program faculty of CRR Japan. Systems coaching was necessary wisdom for me in the process of divorce and remarriage. Now, I am using this wisdom for all organizations I work with as a system coach. Everything in ORSC feels like a quest for how to live together. I am sincerely honored that I became a member of the CRR Global faculty team.”*

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**Message from Keiko:** *“My journey with ORSC had started while I was in London 2015. I did my CTI leadership in Spain, and am now back and joined CRR Japan. I am so looking forward to work with Japan members and also with the global community! Let’s change this planet to a better world with love.”*



## Dubai

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We are very proud to share the news about the launch in Dubai of a unique program created by Marita Fridjhon and Faith Fuller: *Walk the Talk*. The program provides the opportunity for ORSCers to sit down in community to deepen the exploration of being in right relationship with self, other and our larger world. This magical three-day course was led by Faith Fuller and Linda Berlot, and the impact was powerful. Each participant embraced the program, and each other, with open arms and walked away with heightened relationship mastery. For more information on the *Walk the Talk* program, please visit: [www.crrglobal/walk-the-talk](http://www.crrglobal/walk-the-talk)



## Canada

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World Values Day was October 18th. To acknowledge and celebrate this special day, Janet Froot, a seasoned ORSCer based in London, Ontario, Canada, set up a values wheel at a social innovation shared space called Innovation Works London. She invited co-tenants to walk the wheel and explore how consciously they were using values as part of their engagement in the community. It was an amazing experience for all. Janet is inviting ORSCers around the world who are working in communities and/or client organizations to inspire participation in World Values Day.

For more information on **World Values Day**:  
[www.worldvaluesday.com](http://www.worldvaluesday.com)



### **Ethiopia on the Brink of Change: Fertile Ground for the Sustainable Development of Access to Coaching.**



EthicalCoach is a not-for-profit dedicated to making a difference, by providing the highest level of executive and team coaching accessible to organizations addressing the greatest global challenges of our time. The EthicalCoach Ethiopian Pilot officially launched on October 4th and 5th in Addis Ababa with the Ethiopian NGO Leadership Summit, designed to bring awareness to the power of coaching and link NGO leaders and their leadership teams with world class coaches. At the conclusion of the Summit, ten NGOs were granted access to a twelve month coaching program, which includes a combination of executive and team coaching to be delivered by a coach team made up of international and local coaches.

Developing a local coach community was identified early on as an essential element of the pilot: establishing a pool of quality trained and accredited coaches to support

the EthicalCoach coaching program in the short term; and creating NGO accessibility to local coaches in the long term.

EthicalCoach committed to developing a cadre of locally-based coaches and a Local Coach Support Team of volunteers was formed, to support a 6-month blended course, “An Introduction to Executive and Team Coaching”, led by Professor David Clutterbuck. Crucial to the success of the program, was group and one-on-one supervision which was provided by the Global Supervisors’ Network. As one local coach said of their experience, “I have seen myself and others changed. I want others to also experience what I have gained from EthicalCoach and supervision.”

From the thirty coaches who participated in the initial training, twenty one chose to take the CRR Global’s advanced EMCC EQA and ICF ACTP accredited two-day in-person RSI@Work (Relationship Systems Intelligence). Marita Fridjhon of CRR Global, although virtual, co-led the training with Kerry Woodcock (RSI@Work Licensee), Local Coach Support Team lead, who was in-person in Addis for the training on 30 September and 1st October. The 2-day RSI@Work served to solidify the community and it was at the conclusion of the two days of that the Coaching Network emerged.

**Continued on the next page...**

## World News - Ethiopia Continued...

Monthly integration calls allow for the development of a reflective coaching practice, which combined with ongoing one-on-one supervision from GSN Supervisors and co-coaching supervision from CRR Global supervisors, for those ten that were selected to co-coach with the International coaches, provides a fertile ground for an ongoing reflective coaching practice. As one participant shared, “I suddenly realised that in team coaching, there is the dynamics of the team, but also that with your co-coach.”

Sixteen coaches have been accredited by the EMCC at Foundation Level, one at Practitioner Level and one at Senior Practitioner Level.

The success of this part of the Ethical-Coach Ethiopian pilot, like all other parts of the pilot, has come down to believing in possibility, having access to the top authorities in the field of coaching and supervision, working with an empowered team of volunteers, and an enthusiastic, engaged and eclectic group of people who said *yes* to the big opportunity to start the journey to growing and developing as a coach. In the words, of one local coach,

*“This work was not just a training, it gave me a community. It changed me in a very positive way - made me observe myself from a different space. It made me look at my personal relationships, so it went way beyond from just being trained to be a team coach.”*



For a list of worldwide dates and locations for CRR Global courses, including the flagship ORSC™ coaching series, please visit: [www.crrglobal.com/course-locations](http://www.crrglobal.com/course-locations)



*Can we turn time spirits  
into allies?*



We invite you to listen to this new podcast featuring CRR Global's co-founder Faith Fuller exploring the volatility of time spirits and in which forms they appear. We aim to give a fresh view on the concept of time spirits, debunk some of the myths surrounding their nature and discuss ways of working with them in a system. Click the link to listen to the podcast: [www.crrglobal.com/podcasts.html](http://www.crrglobal.com/podcasts.html)

We welcome your feedback, thoughts, ideas and suggestions!  
Email: [info@crrglobal.com](mailto:info@crrglobal.com)

## **Leapers, Bridge Builders & Tradition Holders:** *Response Styles to Change Virtual Program!*



If you are looking for a workshop structure to help facilitate change initiatives, this telecourse will provide that structure and give you everything you need to lead a change workshop.

Created and led by **Faith Fuller**, president and co-founder of CRR Global, this change-workshop-in-a-box is held on the Zoom platform.

No prerequisite is required for this telecourse. **6 ICF CCEs**

***New Dates! 8:30am-10:30am PT***

**Module 1:** Feb. 27, 2019

**Module 2:** March 6, 2019

**Module 3:** March 13, 2019

For more information, please visit:  
[www.crrglobal/leapers.com](http://www.crrglobal/leapers.com)

## GLOBAL COMMUNITY BUILDING FORUM

To all those who participated, thank you for all the voices present and insights shared in our first global community building forum call in September and our second call in November. It was enriching to hear so many voices from our communities around the world and learn about the different community-building initiatives taking place. Even for those who were not physically present during the calls, it feels like your voices were represented. We gained clarity of purpose, shared best practice and discussed how to move forward with a shared platform. If you would like to contribute to the conversation and be part of this movement, it's not too late!



### *Join us!*

January 24, 2019, 11:00am PT

Connect with Katelijne Vercaeren at [socialmedia@crrglobal.com](mailto:socialmedia@crrglobal.com) for the upcoming call Zoom details.

### IF YOU ARE:

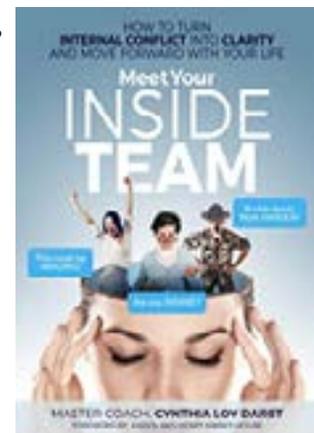
- ✓ A local community holder (either a current or former holder of the ORSC Global Community Network, or part of other ORSC communities present on social media around the world).
- ✓ An ORSCer who wants to commit to playing a bigger role in engaging your local community.

### **NEW BOOK!**

Our very own **Cynthia Loy-Darst, CPCC, ORSCC, MCC**, and senior CRR Global faculty member, recently published *Meet Your Inside Team: How to Turn Internal Conflict into Clarity and Move Forward with your Life*.

Inside all of us is a collection of internal voices, parts, and beliefs. When your Inside Team is working together in harmony, life can be great. When your Inside Team isn't aligned you can feel stuck, anxious and confused.

In her new book, Cynthia shows you a way to turn toward these voices with curiosity and respect, to find out what they're really trying to say and then bring them into alignment. In doing so, your creativity and resourcefulness will have room to grow, turning internal conflict into clarity, negative thoughts into positive ones, and allowing you to move forward in your life with more ease and fun.



*Available in Kindle and Paperback on Amazon.*

# World Work Project

As part of CRR Global's Certification program, students must complete a World Work project – taking ORSC™ out into the world for the common good. Here is a story from an ORSC-certified world worker hailing from Germany.



## *Working with teens to understand systems and develop a systemic view of the world.*

Vanni, who lives in Germany, traveled to Italy (four times!) for his world work project. A good friend of Vanni's founded a center in Italy, designed for youth, that offers programs in art, psychology, theater, music, and various other forms of education, to develop awareness of self and others. The focus is on the interconnectedness of our world, the common good, and the richness to be found in our diversity – which is perfectly aligned with ORSC principles. The center, (which supports itself through donations) has a very fitting motto: “Act locally, think globally.”

Vanni created a series of four 3-hour workshops, utilizing ORSC™ tools and concepts, designed for youth ages 14-18. The intention was to help the youth develop a systemic view of the world. Anywhere from 10-30 youth attended each of the workshops.

**Workshop #1** The first workshop focused on the Third Entity (the relationship is seen as a “being”), and the voice of the system (each voice is important). Vanni found it interesting to note that young people grasp the concepts of relationship very quickly and, given their training in theater, they were able to inhabit roles more fully.

**Workshop #2** The second workshop focused on concepts of diversity, using Land's work. Vanni conducted a My Land visualization, and then had the group do My Land sharing in pairs, followed by a My Land/Your Land/Our Land exercise. This workshop was so powerful that Vanni received calls months later from some adult center members, asking for guidance on how to conduct Land's work.

**Workshop #3** The third workshop focused on Deep Democracy. Vanni had the group choose the topic, which was “Feminism.” Sexuality, sexism, and the role of men/women were discussed. At first the group was resistant to the paradox position (see the topic from all points of view) and then ultimately they really embraced the exercise.

**Workshop #4** The final workshop focused on the Four Horsemen and the concepts of contempt, stonewalling, and other toxic behaviors. It was an eye-opener for the teens as they began to uncover and really look at their own actions, reactions and behaviors.

## World Work Project - Continued...

**Workshop #4** The final workshop focused on the Four Horsemen and the concepts of contempt, stonewalling, and other toxic behaviors. It was an eye-opener for the teens as they began to uncover and really look at their own actions, reactions and behaviors.

At first, Vanni wasn't sure if the ORSC™ tools would work with young people. He quickly discovered that the youth had fun, they fully embraced the tools and in fact it was even easier to work with teens than with adults! There were some observers in the room for each workshop and they were amazed to see how ORSC tools can dive deep into individual and collective consciousness – leveraging the wisdom of the system.

The workshops were so successful that the youth want Vanni to come back! Clearly Vanni's world work project had a profound impact on this group of young people.

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We would like to take this opportunity to wish you and your loved ones

**HAPPY HOLIDAYS and a JOYOUS 2019!**



**CRR GLOBAL'S NEWSLETTER ARCHIVES:**

<https://www.crrglobal.com/newsletter1.html>