A MESSAGE FROM MARITA AND FAITH

We have been talking about the undeniable and inevitable Speed of Change for a few years now. As we review 2017 organizationally, personally, globally, politically, environmentally, it certainly feels as if all of it has sped up even faster. We enter 2018, that is not likely to change. From a systems thinking perspective, we want to offer a reframe... what would be different if we see this as the Speed of Evolution? “Evolution” offers a different non-attachment and an underlying belief that even when systems seem to be in their most destructive phase, it is about evolving to what is needed for a new and different future.

As we enter 2018, that is not likely to change. From a systems thinking perspective, we want to offer a reframe... what would be different if we see this as the Speed of Evolution? “Evolution” offers a different non-attachment and an underlying belief that even when systems seem to be in their most destructive phase, it is about evolving to what is needed for a new and different future.

While this certainly will not resolve immediate difficulties, it does provide us with a different locus of control. This shift offers a ringside participatory seat, instead of that of a helpless bystander. May you find the presence, steadiness and curiosity to be able to occupy this shift in the coming year.

Marita Fridjhon
CEO and Co-Founder, CRR Global

Faith Fuller
President and Co-Founder, CRR Global

ENTERING YEAR 11

In 2017, CRR Global, home of Organization and Relationship Systems Coaching (ORSC™) celebrated 10 wonderful years in operation. As we enter our 11th year, we look forward to celebrating more special moments with you. If you missed the anniversary issue of the newsletter, you can download a copy here: https://www.crrglobal.com/newsletter.html

We hope you enjoy this first issue of 2018! We always welcome your thoughts, suggestions and stories, so please don’t hesitate to get in touch with us.

ORSC™ WORKSHOPS
2018 Dates & Locations

For a complete list of global course dates and locations, we invite you to visit: www.crrglobal.com/course-locations

DIVERSITY AND INCLUSION PODCAST WITH MARITA AND FAITH – NEW!

We invite you to listen to this new podcast, the first in a series, featuring CRR Global’s co-founders, Marita Fridjhon & Faith Fuller. Join us as we explore Diversity and Inclusion through the lens of relationship systems. The overarching theme of Diversity and Inclusion, and all of its many dimensions, will be a key focus for CRR Global in 2018 and will be explored in podcasts, videos and articles throughout the year. https://www.crrglobal.com/podcasts.html

We welcome your feedback, thoughts, ideas and suggestions! Email info@crrglobal.com

CRRGlobal.com | +1.707.534.3239 | info@crrglobal.com
CRR Global is delighted to announce that, in conjunction with our Singapore partner, we will be offering the first-ever ORSC™ series in “the land down under” starting in 2018. Stay tuned for more details!

Work-style reform, along with productivity improvements, has generated a lot of attention in Japan in recent years. In 2018, CRR Japan will be focusing their efforts on using ORSC™ principles to help Japanese business teams change the way they work, such as maintaining productivity when work hours are shortened.

Certification Information Call

Need more information before you register for Certification? Want to know what to expect during a Certification Cohort?

Certification Information Call
Join Faith Fuller, CRR Global President and Director of Certification - Tuesday, March 6, 2018, 8am-9am (Pacific)

Click below to REGISTER for the live call: https://www.crrglobal.com/orsc-certification.html

Or listen to a pre-recorded call here: https://www.crrglobal.com/cert-info-call.html

This year, we graduated 36 Certification students representing 14 countries:

- Australia
- Canada
- France
- Ghana
- Lebanon
- Luxembourg
- Netherlands
- Oman
- Saudi Arabia
- South Africa
- Spain
- United Arab Emirates
- United Kingdom
- United States

We’re thrilled to announce the first China Certification cohort – known as The Pioneers!

Drawn primarily from the two major cities of Hong Kong and Shanghai, the Pioneers are committed, light-hearted and warm. We’re proud to call them ORSCers and joyful that we’re continuing to expand our footprint in Asia.
It was a long-standing dream of France partner, Patrice Birot and CRR Global to provide the corporate market with a shorter version of the ORSC™ program dedicated to non-coaches. A corporate client based in Belgium served as the pilot group for this Systems Inspired Leadership six-day live classroom program.

The program is designed to:

- Help Management and HR teams, which are the levers of transformation in corporations, to gain a deep understanding of the systemic aspect of that transformation;
- Create an inspiring work environment where Managers and HR work collaboratively, using a systemic approach.

Offers up to 43.5 CCEs: 12 CCEs for the first two days and approximately 31.5 CCEs for the remaining four days.

Would you like to bring this program to your organization? For more information, contact info@crrglobal.com

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**Overview:**

Days 1 & 2 - ORS@Work
Day 3 - Intelligence
Day 4 - Geography
Day 5 - Path
Day 6 - Practice, practice, practice

Plus three application sessions (by phone)
TAIWO - GALVANIZING COMMUNITY (GHANA)

Taiwo’s World Work project centered around working with “returnees” – people who left Ghana to work or study and have now returned home wanting to have a positive impact on their community. Taiwo, herself, is a “returnee”. This group has an online forum where they are able to share ideas and perspectives and also to identify and vent about issues of the day. Taiwo’s intention was to bring this group together offline and take this to a live forum. From a long list of concerns, the group selected a few key issues to work on – shifting venting into action. One of the issues selected was illegal gold mining – with people profiting from the sale of gold without putting it back into the economy (through taxes, etc.). Often, those who mine gold illegally have difficulty finding another way to support their family. Using ORSC tools, such as Designed Team Alliance, Constellation, and hearing from multiple voices (such as inviting a lawyer, a miner, and a reporter who had been covering illegal mining, to the meeting), Taiwo was able to help shift the conversation from blaming and “it’s illegal” to “how can we identify alternative ways to earn a living” and “how can we increase awareness about poverty that fosters illegal mining.” Some action steps included those with writing ability offering to blog about the issues; another attendee who works with the World Bank was going to explore training opportunities in agribusiness. There was a great deal of pent-up energy in this group and once the space was created to unleash it, the range of possibility and action was expanded. Currently the group is thinking about creating the structure to sustain itself – given its high energy and big vision. Perhaps fold into a public sector agency as a special unit? With this wonderful example of Relationship Systems in action, the possibilities are endless!

WENDY - THE MOTHER/DAUGHTER RELATIONSHIP (USA)

Wendy’s World Work project centered on the dynamics and complexities of the mother/daughter relationship – a relationship that is sacred and evolving. It began with Wendy exploring her complicated relationship with her own mother, and the evolving relationship with her daughter, Talia, who she now viewed as a woman and as a friend, in addition to being a daughter. In fact, Talia collaborated with Wendy on this project. Using ORSC tools, they designed their team alliance and created their vision, stake and purpose. They also did Alignment and Land’s work, stepping into each other’s lands to gain perspective and to solidify their relationship as they planned and implemented this project. Ultimately, they designed a workshop for mothers and daughters, tapping into their respective strengths – combining Wendy’s extensive coaching and facilitation experience and Talia’s expertise in Yoga and mindfulness. They held a mutual respect and appreciation for what each brought to the table, and as the workshop took shape and form, the dimensions of their relationship expanded as well. The timeline for this intensive workshop, called “The Mother/Daughter Reboot Adventure” included a High/Low Dream mingle, Designed Alliance, Lands work, the Metaskills wheel and a visualization. The workshop outcomes: increased understanding of relationship dynamics and a celebration that mothers and daughters can be powerful women together while still honoring the sacred mother-daughter bond. Given the successful outcome of the first workshop and their deep commitment to this work, Wendy and Talia are exploring new ways to expand the program’s reach.

WORLD WORK PROJECTS

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 are two stories from two amazing students hailing from the United States and Ghana.