A MESSAGE from Marita Fridjhon

The profession of coaching has its roots in multiple disciplines. Over time it set a new standard for the integration of relevant material and experiences from different professions into a body of work uniquely serving individual and systemic growth.

Currently we are living in a time of rapid and destructive change that many have compared to the Industrial Revolution of the 19th Century. For leaders and change agents in both public and private organizations, the ability to perform and deliver results at the speed of emerging change and disruption, has become a crucial skill.

With so much research currently focusing on the speed of change and upheaval as a daily reality, it has become challenging – even in coaching – to focus on “being” rather than doing. In corporate and executive work, performance and the ability to deal with upheaval, have become key goals. Once again we are challenged to think outside the box, to lift our gaze beyond the obvious research that we all are familiar with. Where else might there be relevant information to create from?

To quote Dr. Marshall Goldsmith “what got us here, won’t get us there.”

Since outpacing change is not only impossible, but attempts also come at huge costs, I would like to challenge and invite you, as a change agent, to lift your gaze to find different and relevant paradigms and perspectives to work from. Look at new research findings in the field of longevity studies, the effects of isolation shown in studies that look at social media and suicide statistics for example, to gain new insights and perspectives.

In research done by Julianne Holt-Lunstad, at Brigham Young University in Utah, the top factor that leads to longer life, and has been proven over decades of research, is something called social integration, defined as the social network of daily fleeting contact with people and animals who might be strangers: the greeting of somebody walking their dog or the chat with somebody in the checkout line at the grocery store.

This is not about the significant relationships in our lives – which rates second in the study. It is about being part of a social construct of relationship connectivity. I invite you to view this fascinating Ted Talk, delivered by Susan Pinker. HERE

If we look at the workspace in organizations currently, how much - if any - of that is encouraged or valued? Is the need for performance and catching up with deadlines, minimizing or devaluing such social exchanges? When you started your coaching practice from home, were you paying attention to not becoming isolated from these seemingly “meaningless” encounters?

Pause to consider “evolution” instead of speed. Literally smell the roses, pet the dog, say hi with a smile to a stranger... bring this important information into your coaching and really lean into the fact that relationship matters from the street to the boardroom, from the water cooler to the living room.

Marita Fridjhon
CEO and Co-Founder,
CRR Global
CREATING COACHING CULTURES

In May, CRR Global celebrated International Coaching Week by publishing coaching culture benchmarks throughout the week. Drawn from our whitepaper “Creating Coaching Cultures” those benchmarks are:

- Everyone Is Right...Partially
- Embrace Change
- Embrace Conflict
- Share Knowledge
- Communicate Effectively
- Celebrate Diversity
- Share Power
- Share Responsibility
- Seek Clarity

To learn more about how to create a coaching culture in your organization, visit: https://www.crrglobal.com/whitepapers--articles.html

PARTNER NEWS FROM AROUND THE WORLD

The Netherlands

March and April brought lots of positive events to The Netherlands and Germany. The Alchemy course was launched in Hoofddorp and in Münich. Participants loved it and happily spread the word to their colleagues, friends and relatives.

A large group of ORSC™ alumni and leaders met in March at a beautiful medieval castle in The Netherlands for the 3rd Alumni event. The energy, inspiration and connection between participants was amazing. It resulted in a 2018 calendar filled with monthly Digital Dojos covering inspiring ORSC™-related themes which will be hosted by the alumni. Another initiative has been launched - the Dutch ORSC™ book club. Our compliments to our alumni for their wonderful work, and a special thank you to community leaders Wim van Veen and Sonja Vlaar.

Singapore

In April, Elfarina Zaid (CRR Global Singapore partner) co-presented with a member of CRR Global’s Pioneer certification cohort, at the Learning & Organizational Development Conference, organized by the Singapore government. The topic was Leading with ORSC™.

During this two-hour session for the public sector, they shared the String Exercise, Deep Democracy and an abridged version of Metaskills.

They were thrilled to get closer to their high dream of impacting the government system in Singapore. Their highest dream is to have ORSC™ present in every government office, ministry, agency and board, including having an ORSC™ practitioner in house! not only the regional bonds but also the support available, offered by the global community at large, to the hard-working partners.
PARTNER NEWS FROM AROUND THE WORLD CONT.

Japan
Mish Middelmann, CRR Global’s partner and faculty member in South Africa, addressed Japan’s business community at the invitation of CRR Japan. The topic: Investing in Society as a Global Corporate Citizen.

https://www.youtube.com/watch?v=Kr_gNjYFM9U&t=25s

Lebanon
We are thrilled to welcome our newest partner, CRR Lebanon, representing CRR Global in the Levant region.

CRR Lebanon is led by Wael El Helou, a certified Organization and Relationship Systems Coach, who has over 22 years of multinational and multilingual experience, leading corporate and entrepreneurial initiatives, and whose skills are sought from London and Paris to Indonesia, India, Moscow, Johannesburg, the GCC and the Levant.

International Partners Meeting Barcelona
At the end of April, several of CRR Global’s international partners met in Barcelona for a three-day dialogue regarding CRR Global products and operations. Sharing, exchanging and discussing differences and similarities of the multiple countries/markets served by CRR Global partners helped shape more cohesion in our partner communities and in the way partners run their business, in sometimes very challenging markets.

This meeting reinforced the importance of regular connection between partners, strengthening not only the regional bonds but also the support available, offered by the global community at large, to the hard-working partners.
Leading with Relationship Systems Intelligence

In attempting to keep pace with the speed of change, we are at risk of becoming human “doings” — yet research across many domains is showing how essential “being” is in cultivating organizational and individual health, well being, and wisdom. Since outpacing change is not only impossible, but the attempts come at a huge cost, where else might we find relevant paradigms and perspectives to work from? This seminar, led by Marita Fridjhon, will explore new practices and approaches in real time, shifting from the speed of change and stepping into the invitation presented by the speed of evolution.

October 12-14, 2018
Simon Fraser University, British Columbia
To Register, visit: http://lathyrus.ca/2018/05/12/speed-of-evolution/

CRR GLOBAL PUBLIC PROGRAMS - 2018

ORSC™ Coaching Workshop Series

For a complete list of global course dates and locations for CRR Global’s flagship ORSC™ coaching series, we invite you to visit https://www.crrglobal.com/course-locations.html

Alchemy: The Art and Science of Co-Facilitation

Alchemy is an experiential three-day workshop for facilitators who want to “up their game.” With a focus on co-delivery, you will incorporate the latest from systems and adult learning theories, plus tips from neuroscience, into your repertoire. You will learn how to deliver seamlessly and in sync with your partner to create a sense of energy and safety that supports learning that sticks.

16.5 ICF CEUs

For course information, visit: https://www.crrglobal.com/alchemy.html

For information on dates and locations, visit: https://www.crrglobal.com/course-locations.html
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!

Module 1: Aug 22, 2018–8:30am-10:30am PT
Module 2: Aug 29, 2018–8:30am-10:30am PT
Module 3: Sept 5, 2018–8:30am-10:30am PT

For more information, please visit https://www.crrglobal.com/leapers.html

Walk the Talk: A Special Invitation!

A new program for ORSCers, created by Marita Fridjhon & Faith Fuller, co-founders of CRR Global.

You, as practitioner, have had impact globally during times of war, natural disaster, political unrest and corporate challenges. As ORSC™ professionals, we all have worked hard and extended our hands and our hearts - often beyond our capacity - in service of something bigger than ourselves.

What about you? What does it mean to live the work, not only practice it with clients? How can we deepen our own relationship mastery?

If you are hungry to sit down in community to deepen the exploration of being in right relationship with self, other and our larger world, please join your colleagues on September 7-29, 2018 in Dubai or October 26-28, 2018 in Northern California for three transformative days – Walking the Talk of Right Relationship.

Walk the Talk is open to all who have taken at least an introductory course with CRR Global. This program can be applied towards 18 ICF Resource Development Credits.

For more information or to register, visit: https://www.crrglobal.com/course-locations.html
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 a world worker hailing from Canada.

Marika – ORSC™ in the Workplace (Canada)

Marika’s World Work Project centered on bringing ORSC™ principles into her bookkeeping business. (She also serves as CFO in a family business and she applies ORSC™ principles there as well.) For her personal business venture, every time she learned something new as she was going through the ORSC™ program, she would share it with her team. Every Tuesday night, Marika and her team get together in the spirit of creating a culture where they learn and grow together, moving from “I” to “We”. She also encouraged, and continues to encourage, her team to dream who/how they want to be and then take them through the process of turning that into reality. They regularly explore questions such as: what does our organization look like now and what do we want it to look like moving forward; how do we want to work together, what sets us apart as an organization, as we bring new people on board what does the new organization look like; and how do we, as mathematicians, work not only from the head but also from the heart.

Particularly impactful at all levels of the business have been exercises such as Landswork, Edge work and Secret Self – the latter allowing employees to have a deeper understanding of one another and creating their own language around that. For example, if an employee exhibits a negative or self-limiting behavior, they snap out of it whenever one or two words associated with their secret self is mentioned! ORSC™ principles have even impacted Marika’s hiring process. Assuming that all candidates have similar technical qualifications, the defining question is “If you worked here, how would you want to work?” The intention is to see what’s underneath the math and learn who the candidate is at a heart level.

As Marika continues to use ORSC™ principles in her roles as a business owner and as a CFO, she is demonstrating systems-inspired leadership as one who shares power, embraces change and conflict, seeks clarity, cultivates dreaming, and shares knowledge.
INSPIRATIONAL STORY

Bringing a Relationship Systems Lens to Living with Cancer: A Personal Story of Putting ORSC™ Tools in Practice - By Hanna Cooper

In May 2016, just two weeks shy of my 49th birthday, I was unexpectedly diagnosed with pancreatic cancer. An enormous shock and surprise, the news sent ripples reverberating throughout my entire personal and professional life. Cancer: the personal development course no one would ever willingly sign up for.

But as we say in Organization and Relationship Systems Coaching (ORSC™), who knows what is good and what is bad? In many ways, I was remarkably prepared to navigate the waters of a serious and usually quickly fatal cancer diagnosis: I’d been a caregiver for my mother during the eight years she lived with lung cancer, a mindfulness meditation practitioner for nearly 25 years, and an individual and systems coaching practitioner for 12 years, including my CRR Global ORSC training and certification. I had an inner knowing I’d need to rally all those tools, along with exceptional medical care and the love and care of my family and community, to face the challenges in front of me.

As a trained relationship systems coach, bringing a relationship systems lens to cancer isn’t just a set of professional tools: it’s essential to how I navigate my personal life. Both consciously and unconsciously, my ORSC training allowed me to tap into the inherent wisdom available in the various entities surrounding me. Tapping into Relationship Systems Intelligence (RSI™) to be in right relationship with self, others and with illness as well as the reality of death became an important part of how I have handled and managed the inevitable stresses and challenges of illness and treatment, and the possibility of healing.

To continue reading Hanna’s remarkable story, please visit:
https://www.crrglobal.com/blog

About the Author:

Hanna Cooper, MPH, PCC, CPCC, ORSCC is a certified professional coach for mission-driven leaders and teams, and a recent pancreatic cancer survivor. Diagnosed unexpectedly at age 48 with stage three pancreatic cancer, she’s writing a book about managing life’s inevitable losses and griefs based on her experience. Read more on her blog at www.hannacooper.com/blog, follow her on Twitter @hannacooper or Facebook facebook.com/HannaCooperPage/.