



Association of Coach Training Organizations

A dynamic community of peers on the leading edge of excellence and innovation in coach learning

Expanding the Role of Coaching to Serve the World

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4 Culture Transformation Examples

- From Task Focus to Relationships
- From Monoculture to Diversity
- From Silos to Collaboration
- From Hierarchy to Empowerment

Exploration and Action

- What is your deepest desire or vision?
- What is your fear or shadow side?
- What do you need to let go of?
- What actions will you take?

Crowd Sourcing

- Print one bold idea and first step on index card (legibly).
- During each of five 3-minute exchanges:
 - Mill around, passing cards to quickly review as many as possible.
 - When bell rings, stop passing cards.
 - Rate the idea/step on card you are holding from 1 to 5 (5=potential to change the world).
 - Then continue milling until the next bell rings.

Creating Synergy

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- Walk to the cultural shift that you want to support and lead. Or write your own preferred shift on a blank flipchart.
- Form groups of approximately 8 people.
- Share your bold actions with one another (briefly).
- Create an expressive form of your collective actions.
- Embody the spirit, collective wisdom & practical support from everyone.
- Present your form to the whole group at the end (1 minute).

Start Close In (David Whyte)

Start close in,
don't take
the second step
or the third,
start with the first
thing
close in,
the step
you don't want to take.