

ORSC™

## Intelligence: a Roadmap for Change



### Overview

This course is all about navigating change - when it is too complex for a simple rule book. We build the operating system of ORSC: organisations, teams and partnerships gain deeper access to the intelligence of their system. This new awareness fuels collaboration and taking informed action for sustained change.

This course provides a robust toolkit for increasing emotional resilience in the face of change. You will help teams and clients access wisdom from multiple sources including physical movement and hearing all the voices in a system. You'll also learn a skill set that supports clients in dealing with difficult circumstances with dignity and wisdom.

### Edges

The Edge is the line between the known and the unknown—it is at the limit of what we know about ourselves. Any time you try a new behaviour or idea or perspective, you are crossing an Edge.



Coaching  
Enterprising  
People



18 CCEUs | R16,200 +VAT | 3 Full Days  
This course is a pre-requisite for the remainder of the series

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As long as teams and individuals grow and change, there will always be new frontiers and edges to explore. Coaching groups and teams at the edge is frustrating, scary, exhilarating and highly necessary.

In this course, you will explore your edges, and learn how to coach your clients over their edges.

Some examples of the edges your clients might face include:

- Δ An organisation requiring race and gender transformation.
- Δ Addressing the needs of a new generation in the workplace. Responding to rapid changes in the market or socio-economic conditions.
- Δ Moving from command and control of standard operations to full engagement and innovation.

***"I really got the systemic nature of our problems and that we need a systems approach to deal with systemic problems. At the centre of it all are relationships -and raising awareness and consciousness about things we take for granted in the management of relationships."***

**Nosipho Skenjana**

Founder: EC Institute for Growth & Development

***"More than anything I am understanding the impact of my own energy in a system. This is assisting me in understanding how I influence and how to change, shift and impact a system even further. I loved the learning around the edge."***

**Andri Drakes**

Agile Coach: Enterprise transformation



## Learn the 7 Keys to Creating Change

By practicing these skills in the Intelligence course, you will acquire greater fluidity and agility in your coaching approach, and be equipped to set the ground conditions for change.

- Δ Internalise an entirely new model for coaching organisations, teams, couples and individuals based on Arnold Mindell's Deep Democracy work – with very practical adaptations suited to South Africa's hot conversations.
- Δ Access and integrate systems intelligence from multiple channels in order to successfully manage change.
- Δ Leverage a powerfully simple change theory to create the ground conditions for team and organisational resilience.
- Δ Master coaching techniques for deepening and managing emotionally intense issues in both organisational and intimate relationships.
- Δ Identify and diminish highly negative conflict styles and team toxins.
- Δ Discover the power of Deep Democracy with, and for, your clients, which insists that all the voices of a system be heard and honoured -- even the unpopular ones, because only then will the system be ready for change.
- Δ Increase positivity within business, non-profit and personal relationships through the application of appreciation loops and dream doors.

*"You must do the thing you think you cannot do."*

*Eleanor Roosevelt*



Some edges are easier to cross than others...and some people have to cross and re-cross them many times before the new reality can manifest. This is why we say that the path of change is rarely a straight line, but more often a zig-zag.

### ICF Accredited



ORSC is the first ICF accredited relationship systems-based training for coaches, consultants, leaders and other change agents.

#### UPCOMING CITIES | DATES

**London, 21 – 23 February 2020**

**San Francisco, 20-22 April 2020**

**Johannesburg, 8-10 June 2020**

**Munich, 26-28 June 2020**

### Register today!

Call us at +27-83-265-4915 or visit [www.ORSC.co.za](http://www.ORSC.co.za)

We can answer all your questions about ORSC and the courses we offer.

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**Only open to those who have completed ORS@Work or ORSC Fundamentals**