



RECONNECT

Passion | People | Purpose

CHANGE PARTNER

**ALL SYSTEMS ARE
PERFECTLY DESIGNED TO
GET THE RESULTS THAT
THEY ARE CURRENTLY
GETTING.**

WELCOME!

Welcome to our Change Partner offer! Congratulations on taking this first step on what we hope will be a powerful journey of personal and organisational growth.

We believe a Change Partnership is an incredible vehicle for organisational development. As you know, engaging in a coaching relationship represents a significant commitment of time and money, and we want you to get the most value from your investment. This brochure has been designed for C-suite leaders, founders of agencies and senior leaders to help them understand the Reconnect Change Partner offer: how we can help you develop your leadership and transform your culture.

“In a broader sense, Systems Thinking is a path to greater awareness.”

Pearl Zhu

ABOUT RECONNECT

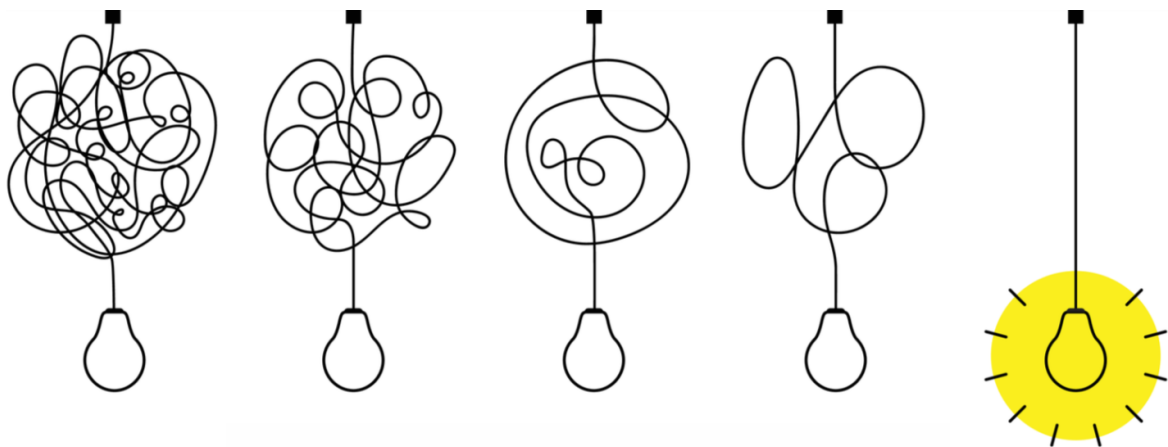
Reconnect is an executive coaching company. We specialise in leadership development for individuals, teams and entire organisations. Our approach is systemic and psychodynamic, meaning we work with the whole person within the context of their organisation.

There's no question that future leaders will need constant coaching. As the business environment becomes more complex, they will increasingly turn to coaches for help in understanding how to act.

Harvard Business Review, 2009.

WHY A CHANGE PARTNER?

Increasingly, leaders are working in inter-connected systems: complex supply chains, and multi-agency partnership. Your problems can feel complex and difficult to navigate with conventional business change approaches. Challenged by so called 'wicked' problems, organisations can get stuck in destructive loops of behaviour that stifle creativity and innovation. The typical model of business transformation seeks to align people, process and technology with a vision for change. Too often this model doesn't work because organisations and their consultants neglect the central importance of people. The change has to be human and inevitably start with an inner change within an organisation's leaders. With Reconnect as your Change Partner you'll be able to develop your leadership to reflect the change in the system you're aiming for. This means that at the end of the project, people behave in a way that supports your desired culture.



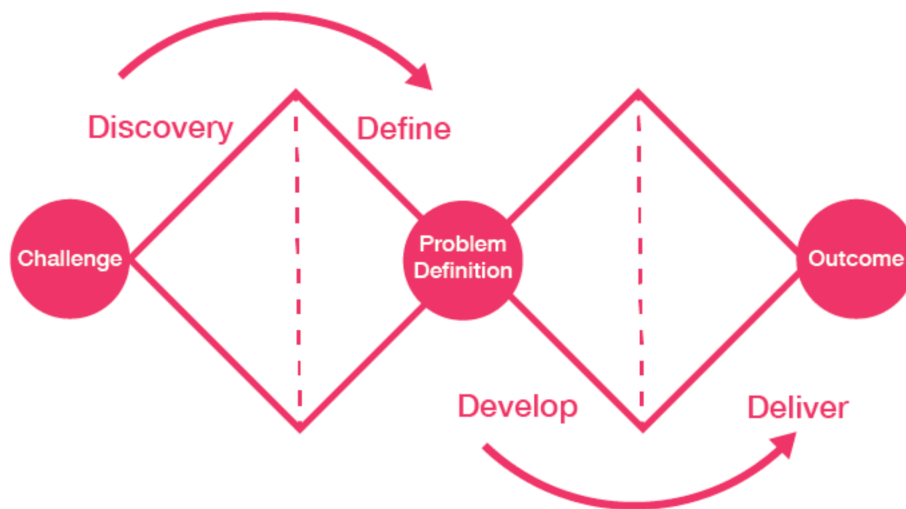
OUR APPROACH

As Change Partner our role becomes consultant-coach. We help you uncover the 'hard to reach' issues that are getting in the way of your organisational success. Based on systems thinking, systemic practice and the psychodynamics of change, we support you to focus on the people in the system and the behavioural change necessary to sustain results and deliver transformation. From this awareness you are able to lead more consciously.

HOW IT WORKS

We provide the support and expertise in systems leadership and psychodynamics necessary to sustain results over time. We use proven innovation methods to help create your new reality. Our approach can be tailored to meet your requirement and fit in with a wider organisational change project. A programme of support from Reconnect could include ongoing guidance from a Change Partner, systemic workshops, systems-psychodynamic coaching and bespoke training programmes.

We use the Double Diamond design process developed by the British Design Council, to help you design a new culture in your organisation. The Double Diamond employs an iterative process of divergent and convergent thinking to find your solution as a system. The journey starts with a conversation with the nominated change owner or champion within your organisation; at this stage an initial contract is formed before starting the work.



Phase One: Discovery

In this first phase of the work the task is to discover what is going on in the system. This involves growing in awareness of self and system; learning as an individual, team and entire organisation. Reconnect will help you set up a Change Observatory, to enable the work of 'noticing'. The Change Observatory is an organisational practice that allows you to become increasingly aware of what is happening and what might be getting in the way of your progress. The set up involves some new learning of theory and techniques, your Reconnect Change Partner is part of the observatory, working alongside you to embed this new organisational practice.

Phase Two: Define

In this phase of the project you define the organisational challenge or problem that is blocking progress in the system. This is based on the learning in the discovery phase and is often agreed in a written statement. Having defined or converged on the challenge, finding solutions begins in the next phase. It is important to note that the growing awareness of self and system does not stop after phase one, rather it becomes a normal routine. Equally, the challenge statement evolves as we learn.

Phase Three: Develop

In phase three we work out how you want to think, do and be, designing the desired mindset, behaviours and way of being necessary to transform your organisation. You are encouraged to give different answers, as we seek inspiration from across the system. Trial and error is central to the Develop Phase, experimenting and learning through observation. The output of this work is a cultural blueprint that is owned by the entire organisation.

Phase Four: Deliver

The aim of the final phase is to embed the new ways of thinking, doing and being, learning to collectively honour the contract formed in phase three and transform your system. This is not a linear process and cultural change does not stand still. By embracing an organisational process of observation, learning, intervening and adapting you are able to keep your organisational culture fresh and relevant to your operating context. This delivers a solution to your identified systemic challenge and gives you the inner resources to continually improve and sustain your change over time.

"Van Maanen and Kunda (1989) concluded that management of organizational culture is, in fact, management of emotions"

Manfred F.R. Kets de Vries

THE BENEFITS

At the end of the project, we will have established the habit of noticing, intervening and adapting as new organisational process. Having established this self-correcting system, you will be supported to sustain your desired change. Benefits will be seen in terms of a new mindset within the organisation and behaviours that align with your values and mission. Critically, you will have developed the knowledge, skills and understanding to coach yourselves and lead from awareness.

OUR TEAM

Reconnect's coaches all come to the task of leadership development with their own unique backgrounds and interests. Each coach shares an approach which is focussed on psychodynamics and systems thinking.

OUR COACHES

- Are qualified and accredited in executive coaching
- Are trained in psychodynamics and systemic approaches
- Use the systems-psychodynamic coaching method
- Are experienced in senior leadership, business or organisational development
- Are experienced in coaching executives in senior leadership roles
Undertake supervision, personal therapy and ongoing professional development
- Work within the European Mentoring and Coaching Council's (EMCC) Global Code of Ethics

YOUR INVESTMENT

Your investment will vary depending on your specific requirements. Our typical rates are as follows:

Day Rate | £1,600

Executive Coaching Session | £600

Team Coaching Session | £800 (3-5 participants)

We discount our rates for public sector and not-for-profit organisations.

CONNECT WITH US

At Reconnect we are passionate about the power of leadership to transform organisations and create value. Whenever you are ready, we are ready to talk to you. To discuss your leadership development needs as an individual leader, team or entire organisation. You can connect with us in the following ways:

Email: hello@reconnectcoaching.co.uk

Online Form: www.reconnectcoaching.co.uk/contact

Book Discovery Call: www.reconnectcoaching.co.uk/booking

Telephone: +44 (0)7793436324

“People talk about being part of something larger than themselves, of being connected, of being generative. It becomes quite clear that, for many, their experiences as part of truly great teams stand out as singular periods of life lived to the fullest.”

Peter Seng, Systems Scientist MIT



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