

Enrolling others in development

CAD Personal & Professional

June 10th, 2025



Aim of this session

Uplevel our ability to enroll / engage others in a regenerative development and change

Opening exercise

Bring to mind a recent time when you tried to enroll / engage someone in regenerative development or change:

- How did you go about it? What was the process you used? What design elements were most essential?
- How successful were you? What made it successful—or not? Where did you notice gaps in your ability to design and carry out the conversation? *(Hint: consider Function/Being/Will dimensions)*
- How would you upgrade your approach and process going forward?

Phases of engagement process (Regenesis)

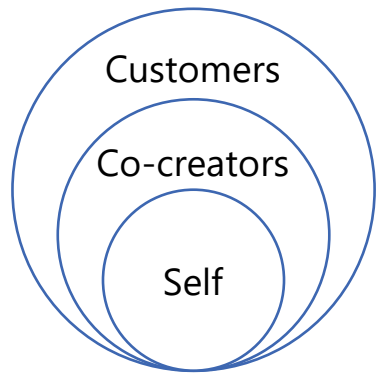
- **Potential:** What is the real potential in this situation?
- **Imaging it working:** If we were able to realize this potential, what would we see that is different? How would we see the “system” working differently?
- **Restrains:** What would prevent us from realizing this potential? This is a powerful source of Will
- **Where to begin:** If there’s Will to work on this, where and how do we begin?

1: Exploring / revealing potential

Reconciling:

Higher-order idea, premise, and/or concept (from our School) that can enable them to achieve their aspiration—and potentially deliver next-level results and effects.

Imaging it working makes it real and exciting.



Activating:

Aspiration to achieve, become, improve, grow, or change

Restraining:

What gets in the way (internal / external restraints), including the inadequacy of existing change approaches

Evolve Capacity

Do Good

Arrest Disorder

Value Return

2: Actualizing the potential we see

Reconciling:

How do we go to work on it? How might we structure it?

Activating:

Higher-order idea, premise, and/or concept (from our School) that can enable them to achieve their aspiration—and potentially deliver next-level results and effects

Restraining:

What's hard about actualizing / implementing it? What will inevitably get in the way (internal / external restraints)?

Self-management premises

1

External Considering / deep listening

This is about understanding and realizing *their potential* vs. trying to sell the Regenerative technology

2

Develop

Engage

Share

Tell

Three developmental roles

- **Seeker**—seeks to understand and upgrade their thinking and managing of a situation or challenge they face
- **Resource**—helps the Seeker examine their thinking process and to become more rigorous, wholistic, systemic, and discerning in their thinking and self-management; this is NOT about giving advice or supplying an answer
- **Witness**—serves as a silent witness to the resourcing process; a powerful learning position (may intervene with a reflection question if the conversation “derails” into problem-solving, coaching, etc.)

Being a resource: managing principles

- Be a Re-source: return people to themselves as the source of ideation, decisions, implementation, and evaluation
- Questions vs. answers or advice or coaching; disrupt automatic “thoughting”
- Use a shared systemic framework
- Avoid abstracts and generics. Ask, what would that “look like” in action?
- Reflect often: pause and reflect regularly, with a framework, to determine what is moving or unfolding for each, and where there might be stuckness
- Have no attachment to outcome or ideas you may hold; open ended

Design a process at Engage level

- Think of an upcoming meeting or conversation with a client, stakeholder, or colleague where you'd want to enroll them in regenerative development work
- Design a simple engagement process leveraging the proposed framework
- Image in your mind as if you were running a movie of the process you just designed actually happening
- Notice where it works or might not work, and why. What have you failed to take into account and how could you upgrade your design?
- Given your habitual patterns, where are you likely to find it challenging maintaining External Considering? Staying at the Engage level and not dropping down to Share or Tell? Who therefore do you need to aim to be in this process?

Closing reflection

One of Carol's favorite principles was:

Begin the way you want to continue

What does it mean to you now, especially in the context of the enrollment process?

PARKING LOT
