

More about the Methods utilized by Wholonomy Consulting llc

Appreciative Inquiry This approach assists individuals and organizations identify what they are doing successfully so that they can do more of it. People build on their strengths to design a compelling future to move towards. There are four phases of Appreciative Inquiry (AI), discover, dream, design, and destiny. AI has been used in many ways—to conduct evaluations, develop strategic plans, transform performance reviews, develop teams and leadership, and more. For more information about AI go to: *Appreciative Inquiry Commons at <http://appreciativeinquiry.case.edu/>*

Cognitive CoachingSM A method of coaching developed by Arthur Costa and Robert Garmston based on a vast literature of what works. There are three structured conversations—planning, reflecting, and problem-resolving. The coach assists the coachee mediate their thinking, i.e. have breakthroughs and get unstuck so they can access their resources. A cognitive coach powerfully utilizes paraphrasing, probing, and inquiring to facilitate cognitive shifts in coachees. It has been studied extensively and shown to be extremely effective in helping people put in practice what they have learned while attending a training. *For more information about cognitive coachingSM go to: www.cognitivecoaching.com*

Graphic Facilitation and Recording Graphics can be used to capture what people are saying during meetings or events in a powerful way. This is particularly effective with the 88% of the population that are visual and kinesthetic learners. There are large graphic templates that can be used, or the graphic facilitator or recorder can capture what is happening on blank paper. Using these methods can help groups think in the moment. Capturing ideas graphically can also add value and meaning to a group's work after an event. *For more information about graphic facilitation and recording go to www.makemark.com or www.grove.com*

Open Space Technology This method is an alternative to traditional meeting and conference formats which encourages creativity, generates enthusiasm, and produces extraordinary results. People self-organize to discuss what is most important to them and generate action towards the results they want. *For more information go to: www.openspaceworld.org*

Polarity ManagementTM Polarity Management is a method used to identify and manage unsolvable problems. Based on the work of Barry Johnson, this alternative to problem solving is a way to look at unsolvable problems through a new paradigm that is *both/and* rather than *either/or*. By identifying and mapping polarities involved in efforts an organization uses to reach their goals, strategies can be developed to manage the polarity. This is a powerful tool which opens up thinking on how to achieve the results you want. *For more information go to: www.polaritymanagement.com*

World Café This method is based upon the discovery that by combining a welcoming space and physical environment that resembles a café with questions that matter -- you promote authentic conversations among people which propel organizations forward. Questions are posed to groups for discussion with participants moving from table to table while a host stays behind to cross pollinate discussions. *For more information about the World Café go to: www.theworldcafe.com*

More information available at www.wholonomyconsulting.com