

## Wholonomy Consulting llc

We use strengths based approaches to create positive change. **Strengths based approaches** focus on the identification and development of the strengths of an individual, organization, community, and system. Strengths based approaches start with what is working, where you are strong, successful, and passionate. They are based on and align with the research on resiliency, positive psychology, asset based thinking, and whole system methods.

Whole system methods such as Appreciative Inquiry and Open Space Technology engage people from all parts of a system in creating change. They help you initiate high leverage, sustainable, and transformational positive change in organizations, partnerships, communities, and systems by tapping into the collective intelligence.

**Asset and Resource Mapping:** Think you are aware of all the resources available to you, your organization, and your community? There are hidden and underutilized resources that can be identified through a dynamic and collaborative process which builds strong relationships. Through this process a shared vision is developed within organizations, communities, and collaborations. This process leads to the co-creation of strategies to reach this shared vision -- strategies that are possible with existing resources.

**Strengths Based Facilitation and Strategic Planning:** Have a group that wants to work together to reach a shared goal, make collective decisions, prioritize strategies, or develop plans? Using a range of strengths based approaches and whole system methods we can help you jumpstart your efforts.

**Training in Cognitive Coaching<sup>SM</sup>:** Cognitive Coaching<sup>SM</sup> is a specific method of coaching developed by Arthur Costa and Robert Garmston based on a vast literature of what works to support thinking and learning. 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. This training is 8 days.

**Other Training and Presentations:** We deliver a variety of interactive trainings which can be delivered in two hour, half day, full day, and two day formats. We train people to use Appreciative Inquiry, Asset Based Community Development, Cognitive Coaching,<sup>SM</sup> Open Space Technology, World Café, and Polarity Management.<sup>TM</sup>

**Other topics include:** Transition and Transition Management, The Myths and Truths About Sustainability, Discovering Resources You Didn't Know You Had, Strength Based Collaboration and Facilitation, Essential Coaching Skills, and Evolutionary Sustainability.<sup>TM</sup>

*For more information call 520 403-0687*