



Thaeles (www.thaeles.nl)

Activities: coaching, teamcoaching, assessment, career coaching, outplacement, prevention burnout, re-integration

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How can I help my
colleagues adapt
quickly to stay vital?

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System theory

Organization is a living system

Under pressure a living system
strives to maintain the status quo



Upstream

Systems, structures processes

Visible and
cognitive

B

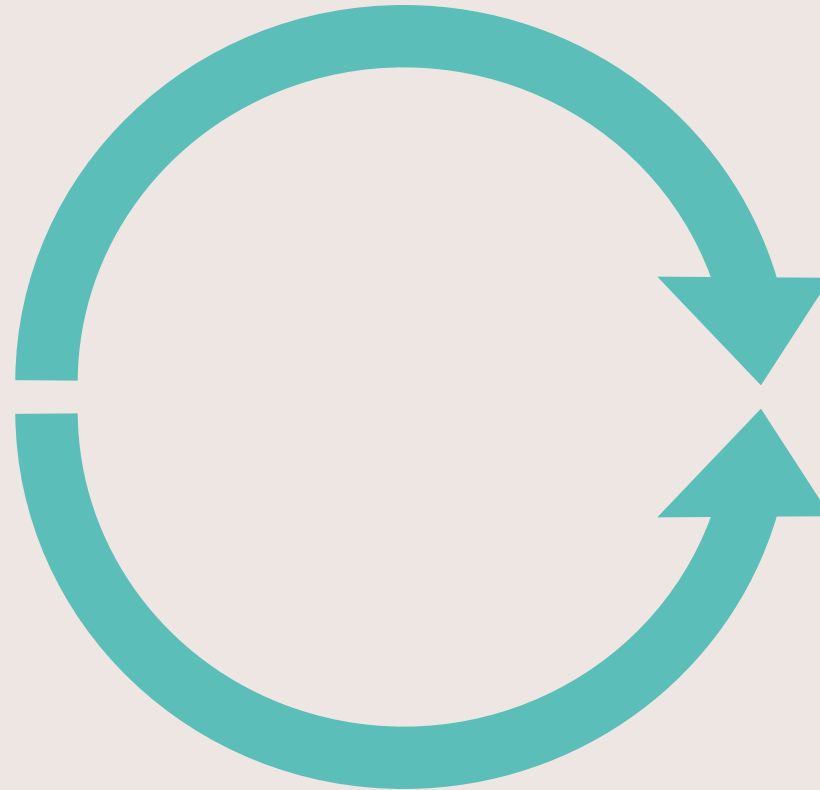
Unvisible and emotional

Letting go, not knowing, creation, new beginning

Downstream

A

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Y



A

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B



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Downstream

Recognize lack of urgency

- That's just how things go
- We already did that, it doesn't work
- Maybe now is not the right time
- First see, then believe
- I'm just doing my job, that's the most important thing

Make the necessity clear. It is an assignment, not an invitation. It has to be done. Be specific about what your expectations are.



Upstream

Systems, structures processes

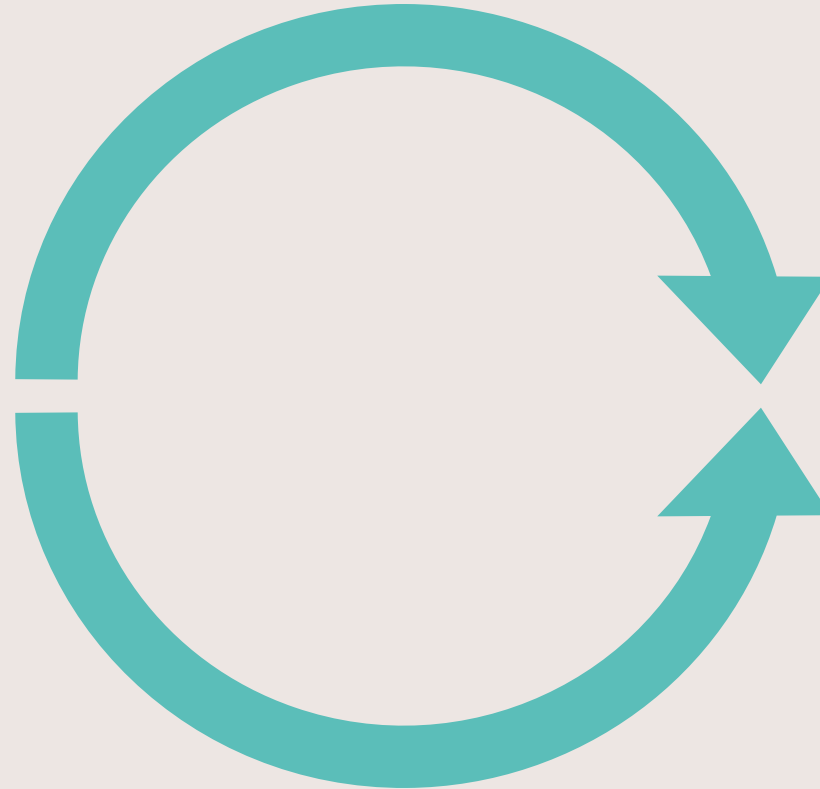
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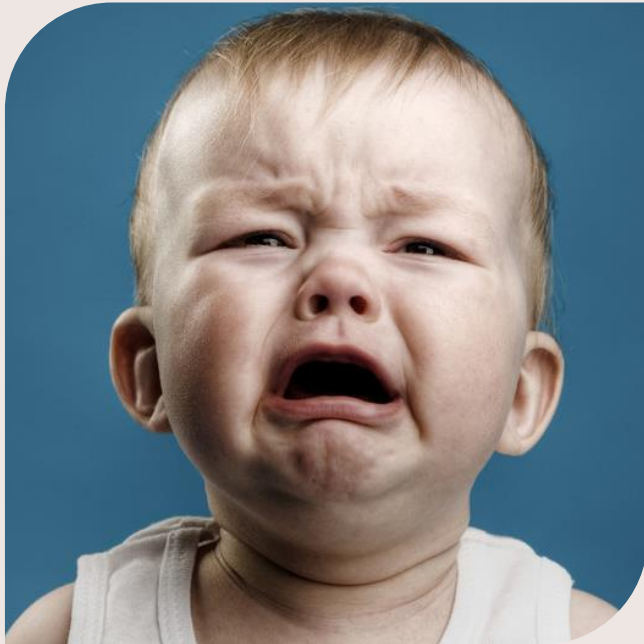
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Downstream

Behaviour in the phase of "Letting go"



How do I facilitate the phase of "letting go"?

- Acknowledge the loss (don't make it bigger or smaller)
- Stop seducing
- Be clear about what is disappearing. "We're going to stop with..."
- Show how you handle the loss. Be an example for your employees



Upstream

Systems, structures processes

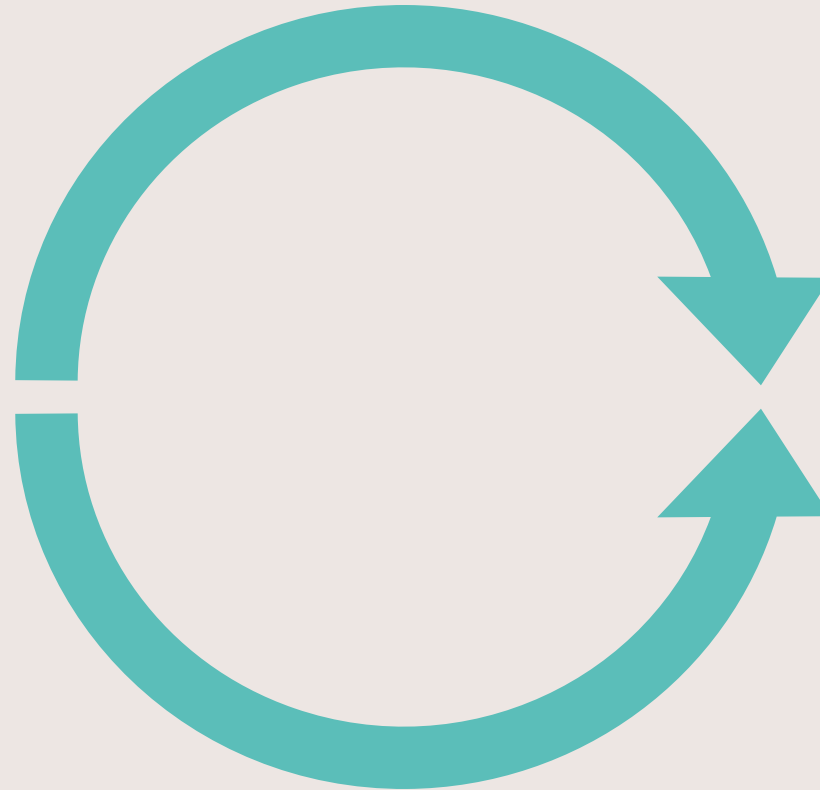
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Downstream

Behavior in the phase of "Not knowing"



How do I facilitate the phase of "Not knowing"?

- Disoriented? Makes perfect sense!
- Stick with it, endure this phase
- Answer questions as little as possible
- Know your own "not knowing" history



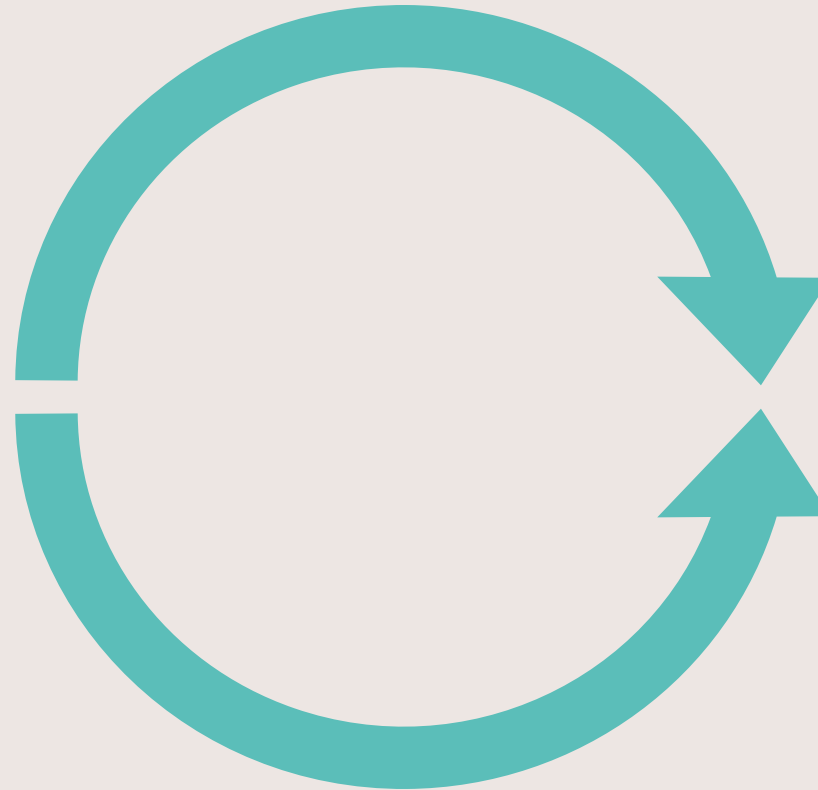
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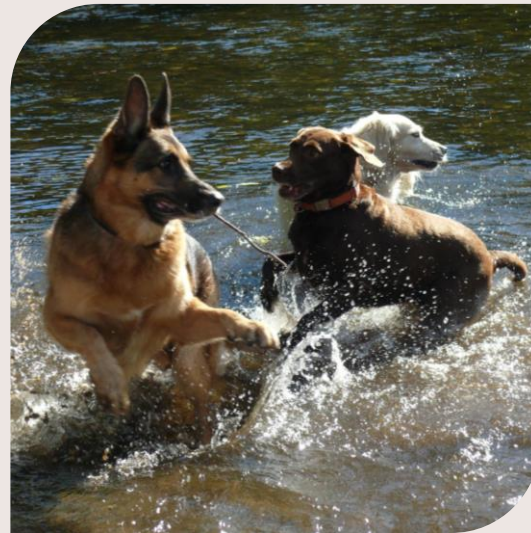
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Downstream

Behaviour in the phase of "creation"



How do I facilitate the phase of "Creation"

- Set boundaries
- Be clear about what is okay and what is not okay
- Making mistakes is normal



Upstream

Systems, structures processes

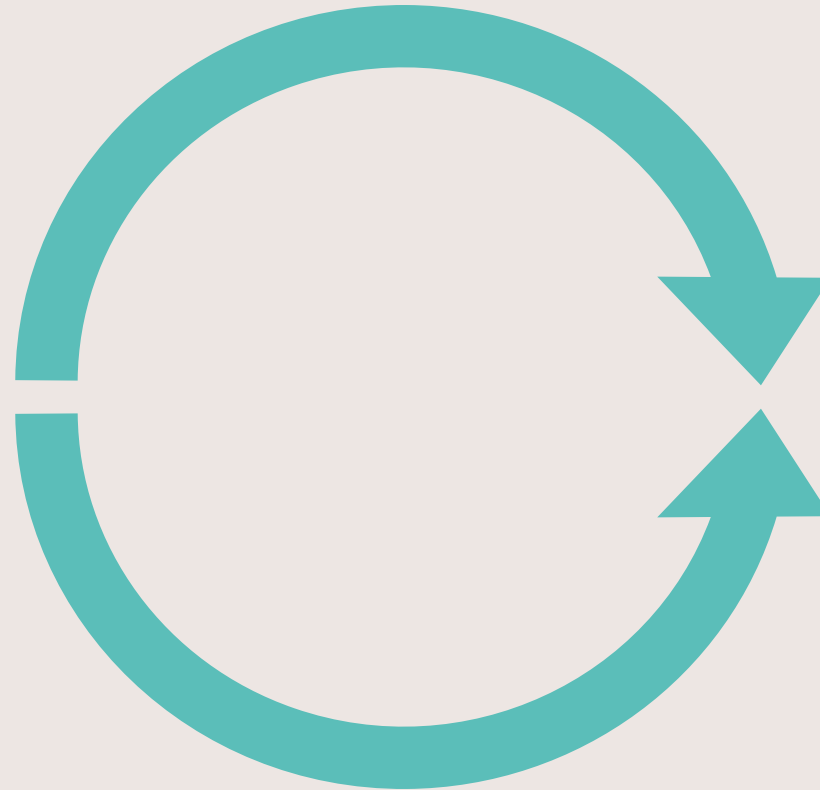
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