

The Transforming Power of Context in Coaching and Consulting



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What is the access to Organizational Performance?

“Organizations don’t really accomplish anything, plans don’t accomplish anything either.

Theories of management don’t much matter.

Endeavors succeed or fail because of the people involved...How many leaders immerse themselves in the goal of creating an environment where the best and the brightest, the most creative are attracted, retained and most importantly unleashed.”

General Colin Powel
Chairman (Ret) Joint Chiefs of Staff

Stimulating People to act and giving them the Power to do so may be the single most important difference between those companies that stagnate and between those who create a competitive advantage.

If that's true, what underlies the actions of people?

The Context

Context

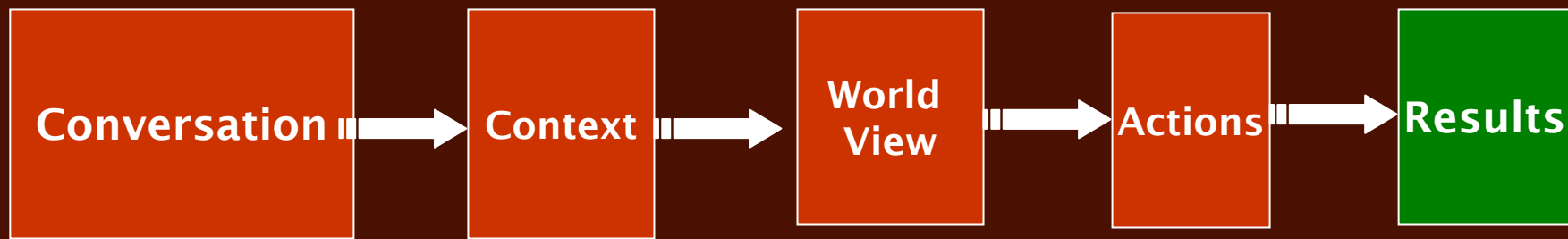
- A context is a human environment that includes a set of beliefs, assumptions, truths and unwritten rules that determine:
 - What people see as possible
 - The actions they take
 - The results they produce
- Gives our “Worldview”
 - It frames everything you see and do





Client Examples of Context

- A context that empowers people in organizations to produce great results has its limits
 - Mortgage Company
- Organization's Leaders need contexts that serve them and the organization
 - 100 year context



Context of your actions

- Trying to get everyone to like him
 - Avoid confrontations and the people who need confronting
 - Avoid offering differential rewards because people might get upset
 - Has leads to inaction regarding making personnel changes and has caused moral issues

Executive Coaching

Desired Future
comes alive.
Seen in the way
they work and
the results they
produce

Breakthrough
Coaching Results

Shifting Context

- Reveal the current context
- Unhook the pervasive drift
- Invent a new context/mindset

Leads to
effective action

Implement new context through
breakthrough projects

Consider

- What's the current embedded or hidden context your client are dealing with?
- Has a context been created that is now bankrupt?
- What could you support your client in creating?

Chrysalis Partners

Offerings

- Business Consulting
- Leadership Training and Development
 - The Leaders Edge Program
 - Leadership 360
 - Masterful Management Program
- Executive Coaching
- Strategic Planning
- Leadership Retreat Design and Facilitation
- Mission Control Productivity & Accomplishment Workshop
- Cultural Transformation and integration

Partial Client List

- Baylor College of Medicine
- bhpBilliton Petroleum
- Brown & Gay Engineers
- Conoco
- Sysco
- Enbridge
- HISD
- HP
- Mann Eye Institute
- The Methodist Hospital
- Toshiba International

Thank You!

Questions