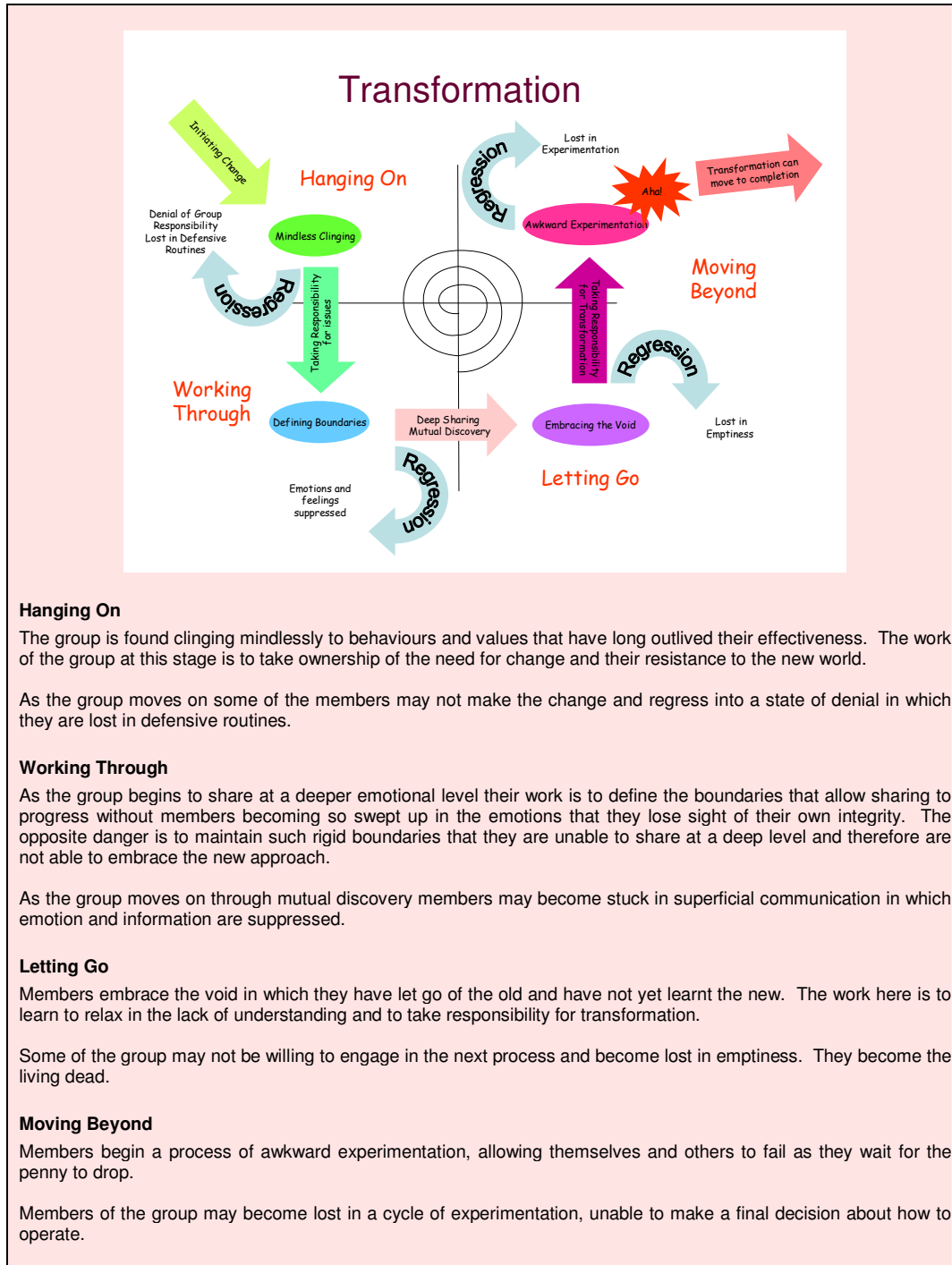


A change model



Hanging On

The group is found clinging mindlessly to behaviours and values that have long outlived their effectiveness. The work of the group at this stage is to take ownership of the need for change and their resistance to the new world.

As the group moves on some of the members may not make the change and regress into a state of denial in which they are lost in defensive routines.

Working Through

As the group begins to share at a deeper emotional level their work is to define the boundaries that allow sharing to progress without members becoming so swept up in the emotions that they lose sight of their own integrity. The opposite danger is to maintain such rigid boundaries that they are unable to share at a deep level and therefore are not able to embrace the new approach.

As the group moves on through mutual discovery members may become stuck in superficial communication in which emotion and information are suppressed.

Letting Go

Members embrace the void in which they have let go of the old and have not yet learnt the new. The work here is to learn to relax in the lack of understanding and to take responsibility for transformation.

Some of the group may not be willing to engage in the next process and become lost in emptiness. They become the living dead.

Moving Beyond

Members begin a process of awkward experimentation, allowing themselves and others to fail as they wait for the penny to drop.

Members of the group may become lost in a cycle of experimentation, unable to make a final decision about how to operate.