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DISRUPTION!

Navigating change at
an accelerated pace

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DISRUPTION!

Navigating change at an accelerated pace

Disruption is not only a serious leadership challenge, but a global challenge for all of humanity. How do you coach those who are experiencing unprecedented disruption in their industry, organization, and lives? How do you coach those who want to cause disruption? How do we as humans develop or enhance leadership ability during difficult times?

What are the coaching distinctions of disruption and what can it generate? Examining the role coaching plays in helping individuals, leaders and their teams overcome disruption.

ORDER DISORDER REORDER

The nature of a wisdom pattern

By Darelyn "DJ" Mitsch , CMC, MCC

[Order, disorder, reorder. Over and over and over. Order, disorder, reorder.
Over and over and over. - JASON GRAY, "Order, Disorder, Reorder" Lyrics]

O rder – Disorder – Reorder is creation's metronome. There is a rhythm to how disruption appears in nature, which we experience as seasons; in music, which we experience as the unfolding of a story with a beginning, discovery and end; and in science, where changes occur through the introduction of a new element to a formula.

Disruption in the flow of our lives invites needed, often dramatic, change. It also gives birth to possibilities and innovation. There is a universal knowing within us that allows for interruptions to simply be the essence of life and

expected instead of feared. Yet we hold onto old paradigms as if these give us safety, instead of letting go to more easily move through the state of disorder, become more self-aware and consciously grow.

DISORDER

Just as there is a natural rhythm in creation, it appears that humanity is in labor right now preparing for the next renaissance. Realizing and experiencing anxieties and pains prevalent with our emergence from a global pandemic, we find ourselves as midwives to a new future. Our work as coaches

is to help imagine the new world, one ripe with possibility for explosive growth in consciousness and job opportunities that are more aligned with our psyches and our souls.

We are leading and coaching through a protracted time of disorder. This is both our time to serve and a time for creativity in the breakdowns we experience. There is a heightened awareness through our exposure to so many news outlets and opinions that we are all wrestling with language, and many spend our days listening for harm, victimization, comparisons, competition, judgements and naïve blunders. There's a lot of "awfulizing" in this space, and that is contagious.

Much of the focus is on the pain instead of possibility that offers an important question: "The entire world has an opportunity now to reorder the way we work. What is your role as a coach?"

This is a bold one. We asked this question in a recent webinar. The observation that had participants pause for a moment was this: "Our role may simply be to stay awake and present, not falling back asleep ourselves." Quoting the philosopher Rumi invites us to remember our primary work is to stay awake – conscious, self-aware and open in the flow of life so we hold space for a revolution of the human spirit. No small task.

Just as a coach's reflective inquiry invites deeper reflection in this space of disorder and breakdowns, it is time for us to become bolder with our work to call out and name the stages of development we find ourselves in. I believe this simple model is a natural way to hold our conversations.

These questions are becoming more profound in this state of deconstruction:

- Q: What is changing in our shared values?**
- Q: What systems no longer serve us?**
- Q: What is the new picture of justice and equity for the world?**
- Q: What can we imagine as heaven on earth?¹**
- Q: Where do we experience pure joy and the magic of being human?**
- Q: How can we create our future together through one act each day?**

REORDER

Our time has come to help others experience awesomeness, joy, and hope. It's why coaching came into focus as a developmental model and conversational toolkit.

The release of old ways of being can be akin to shedding a skin and will feel scary at first. Clients may experience energetic wobbles in the coaching conversation that elicit their biggest fears. Hold the space. Help them name the fears so they recognize and gain power over them and the patterns that keep them stuck.

Coaches have been preparing for 30 years to shape human agency and, when well-trained, are better equipped to guide

others to shift out of victimization and into their personal power. Coaching is the best technology of development for those ready to access their fuller potential and remain optimistic about the future, creating it for themselves one brave conversation at a time. We help to articulate – frame and reframe – our client's insights.

Now more than ever, coaches need the confidence to honor the wisdom we have cultivated and trust the process of coaching to guide others through this wisdom pattern more easily.

THE INVITATION

Throughout history, plagues gave pause to our status. And as mankind emerged full of anxieties, the succeeding decades gave birth to a renaissance of music, arts, fashion, industry, opportunities and freedoms. With that as a backdrop, a coach's role may simply be to bring in the new dawn of consciousness in a mindful and deliberate way. That's how most of us held this in conversation in our early years of creating this pathway.

Find a coach colleague who has been around a while and discuss these questions in the next few days, or spend some time thinking through these in whatever way you find comfortable.

- 1 What is the post pandemic renaissance story we want to help tell?**
- 2 What is the presenting disorder my clients are experiencing?**
- 3 How can I be a purveyor of hope and serve others to recreate and reorder their world?**
- 4 What is my own plan to re-order my world and contributions?**
- 5 What can I do elegantly and simply to experience and support the change I want to see in the next 24 hours?²**

The domains of love and fear co-exist and are two faces of the same coin. We can be both afraid of what is occurring around us – frozen by the news of the day – and yet excited by a future filled with love and light.

As Father Richard Rohr said in his introduction to *The Wisdom Pattern: Order, Disorder, Reorder*, "We are indeed 'saved' by knowing and surrendering to this universal pattern of reality. Knowing the full pattern allows us to let go of our first order, trust the disorder, and, sometimes even hardest of all – to trust the new reorder. Three big leaps of faith for all of us, and each of a different character." •

NOTES & RESOURCES:

¹ Project Heaven On Earth, projectheavenonearth.com/homepage

² *Project Heaven On Earth, The 3 simple questions that will help you change the world ... easily*, by Martin Rutte

Zombie Rescue Toolkit, by Darelyn DJ Mitsch, zombiestozealots.com

Flourish: A Visionary New Understanding of Happiness & Wellbeing,

by Martin E. P. Seligman

The Wisdom Pattern: Order, Disorder, Reorder, by Richard Rohr O.F.M.