

Welcome

EMCC UK

*The choice for **PROFESSIONALS***



*Defining, shaping and promoting best practice
in mentoring, coaching and supervision in the
UK*

Professional...Supportive...Inclusive...Progressive...



***Regenerative
Coaching:
Creating a
coaching and
coaching
psychology
Practice with
Earth in mind***

Dr Alison Whybrow

Agenda

- Presence and gratitude
- Where are we?
- What useful perspective can we access to understand the required shift?
- How might we reframe our coaching practice and what coaching is for?
- What pathways might there be for creating regenerative coaching practice?
- What might you do?

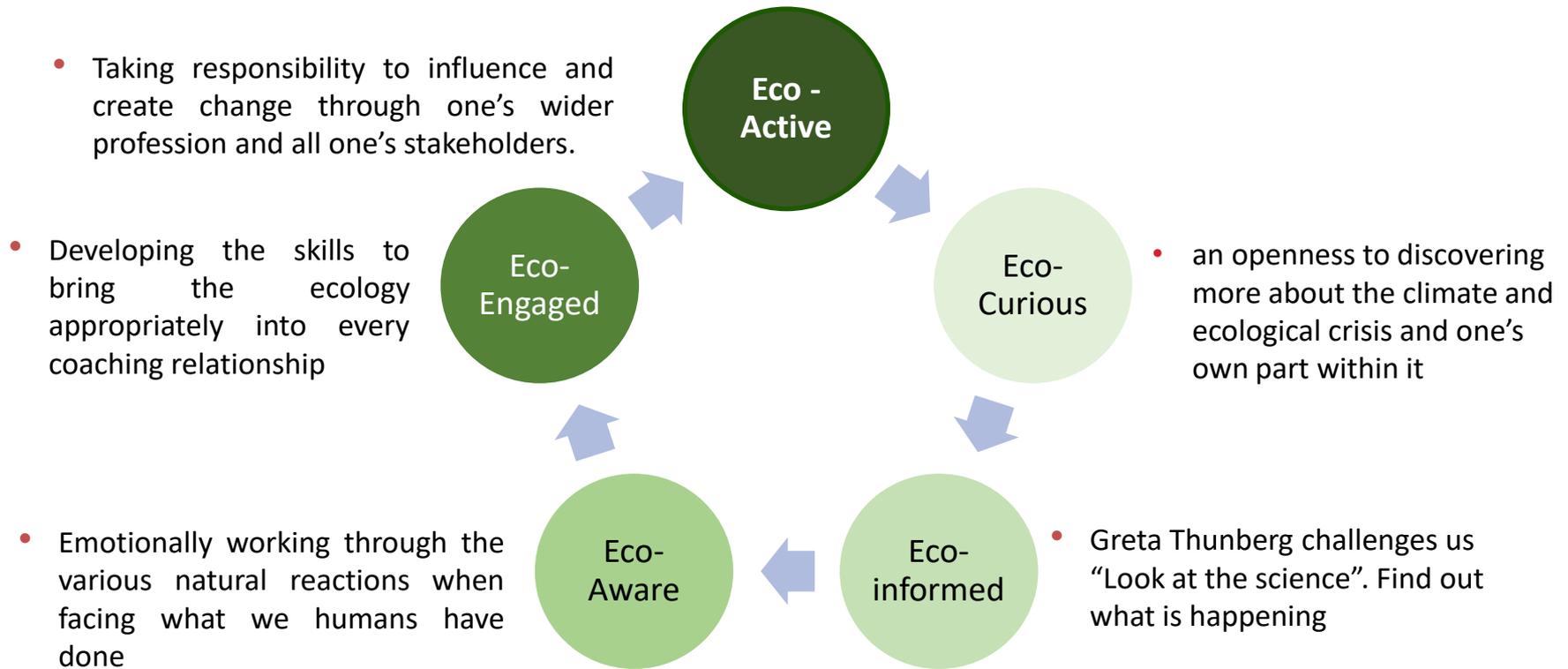
Gratitude:

Complete these sentences below & share with a person near you

- Some things I love about being alive on earth are.....
- A place that was magical to me as a child was.....
- My favourite activities include.....
- Someone who helped me believe in myself was/is.....
- Some things I appreciate about myself are.....

Where are we? What is the
state we're in?

Awakening: 5 phases ECO-CYCLE



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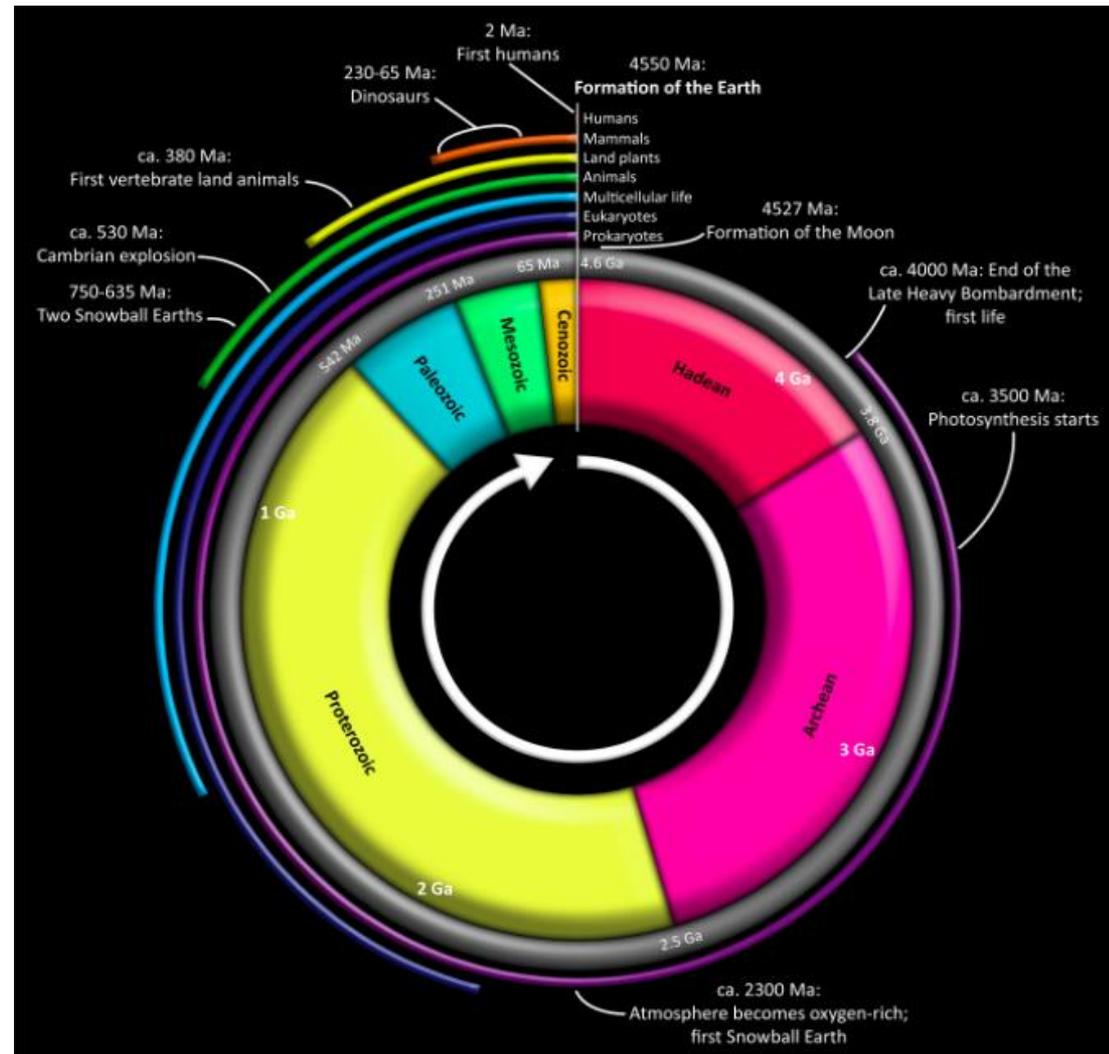
“

*The major problems of the world
are the result of the difference
between how nature works and the
way people think.*

Gregory Bateson

Mistakenly – we have been leading from first place

We arrived at
11.58:43 on a 24
hour clock face of
the timeline of earth



Hidden dynamics

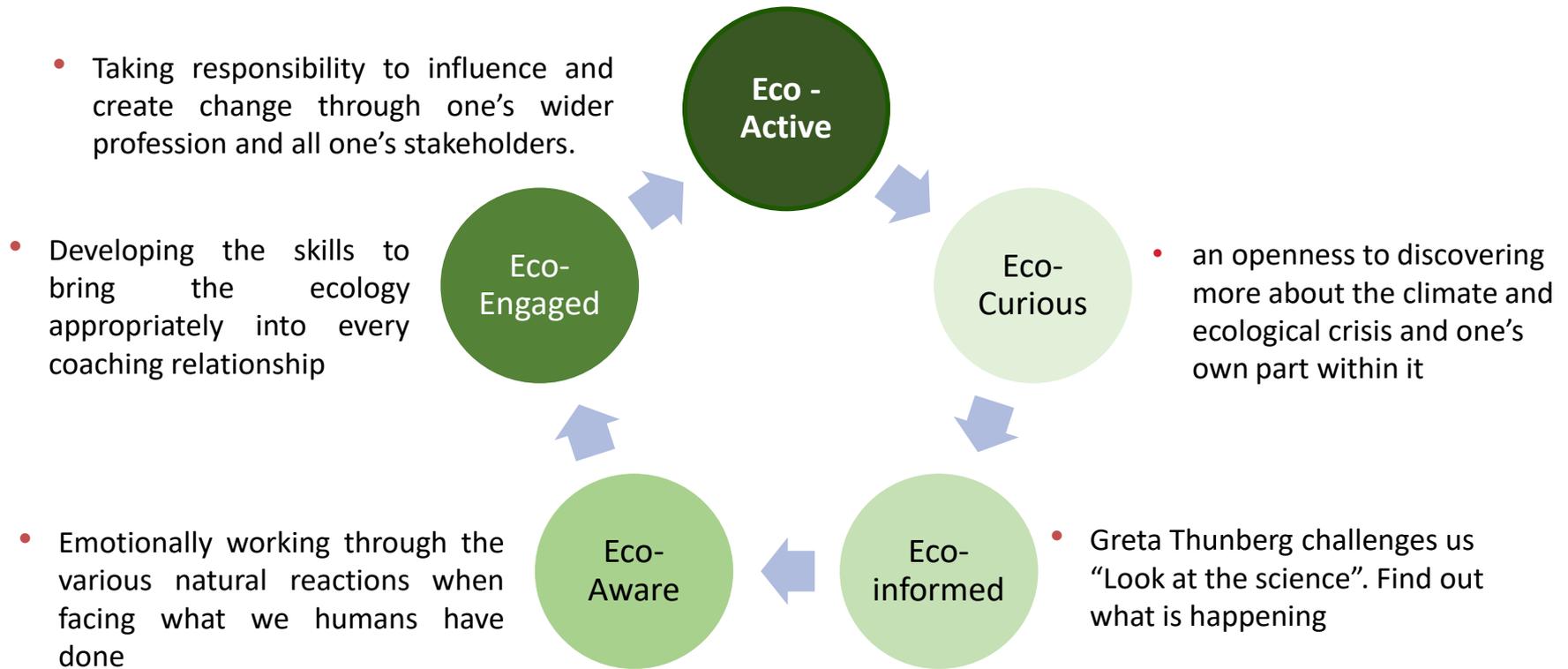


Belonging Rules

Forgetting Rules



Awakening: 5 phases ECO-CYCLE



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Concern:

In pairs – one listener, one speaker

The listener is fully present & attentive but does not speak. Could sit side by side (looking into the fire) rather than face to face

Speaker, complete sentences with whatever seems to follow naturally

Swap roles

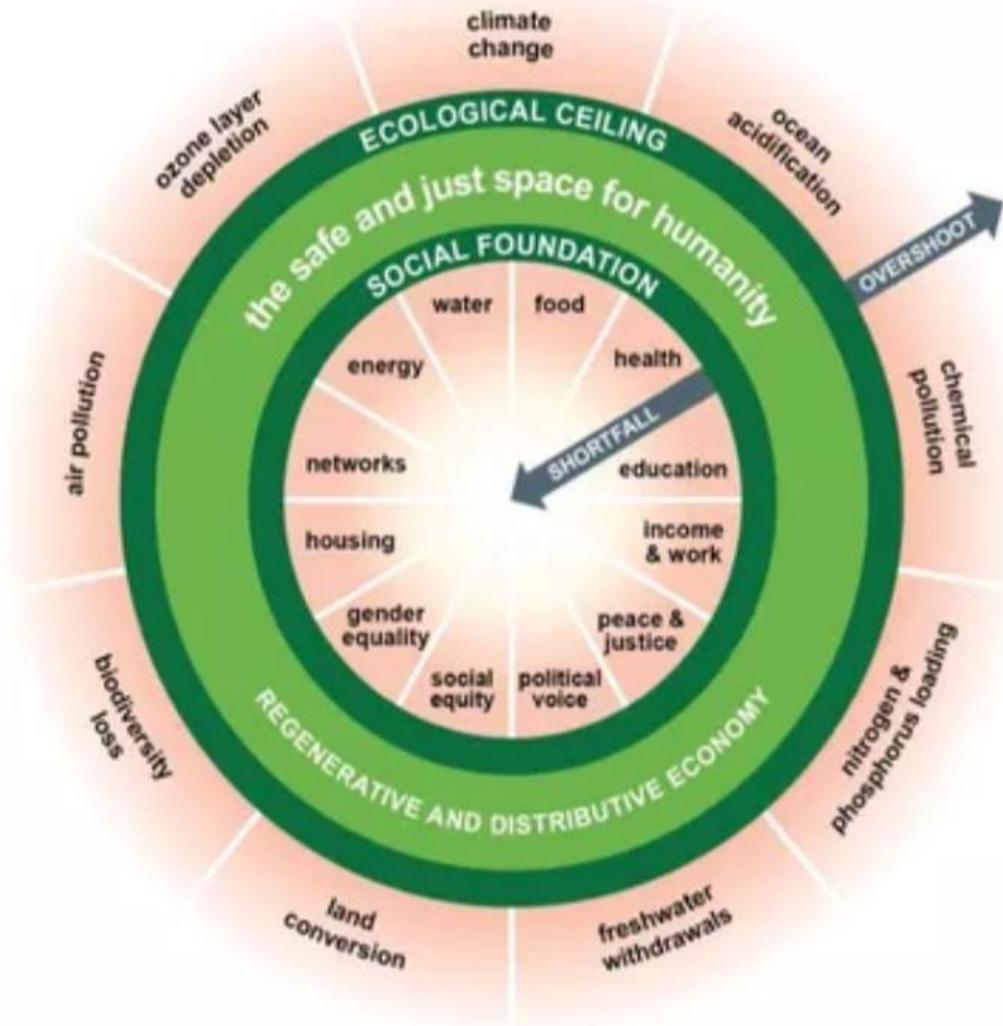
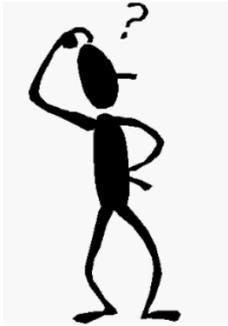
- When I think about the condition of our world, I would say things are getting.....
- Some concerns I have include.....
- Some feelings that come up when I think about these things are.....
- What I do with these feelings is.....

If we said “Don’t worry, everything’s going to be OK” Would it elicit from us our greatest creativity and courage? No. It’s the knife edge of uncertainty where we come alive to our truest power

Joanna Macy



What useful perspectives are there?



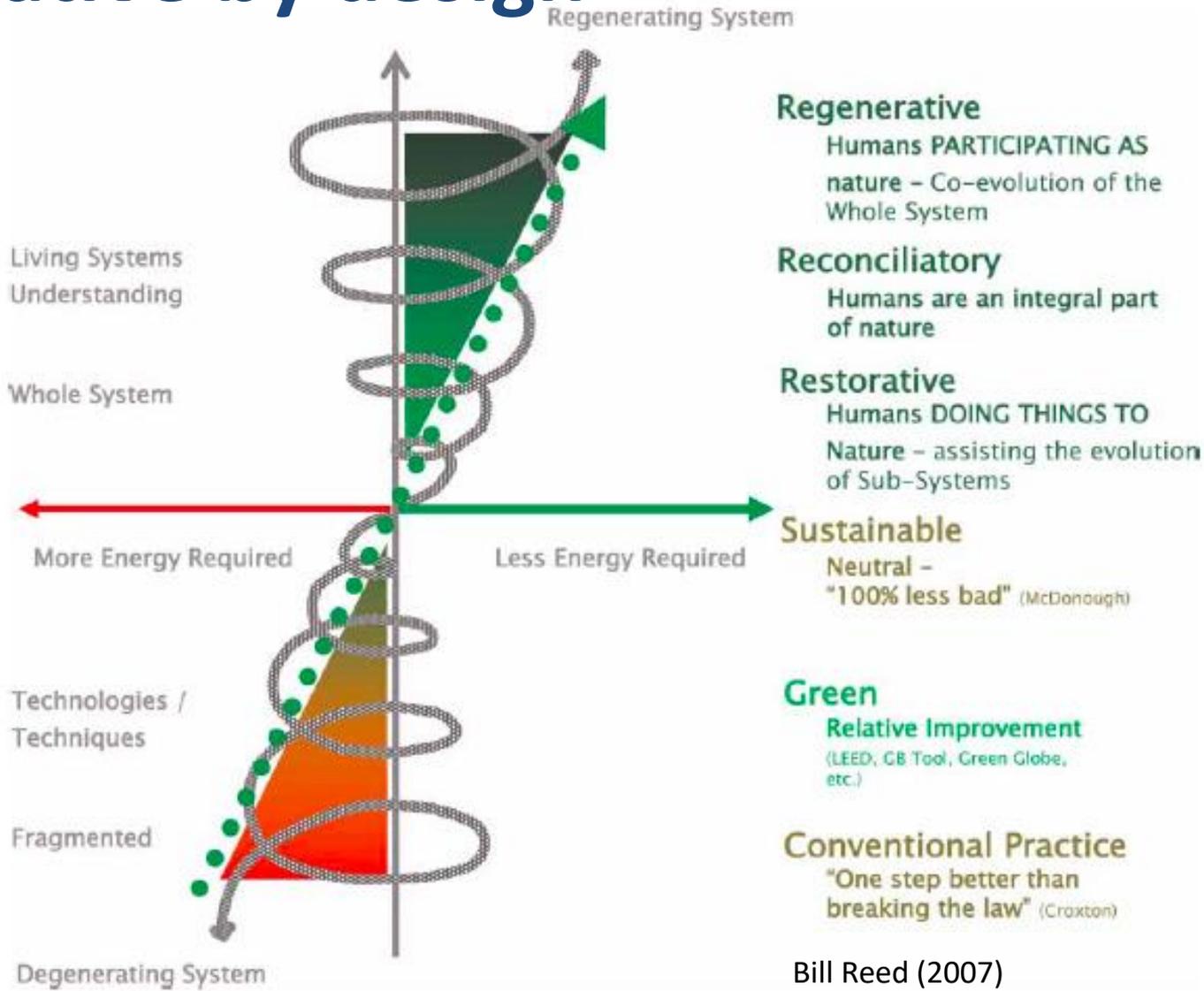
Kate Raworth,
Doughnut Economics
(2018)

EMCC UK
European Mentoring &
Coaching Council

Getting back inside the doughnut?

 alisonwhybrow

Shifting from Degenerative to Regenerative by design



How might we reframe coaching?

Regenerative Coaching: What might that be?

*“Regenerative coaching is for enhancing the health of our biosphere and life-giving properties of our planet, underpinned by models of coaching, grounded in established and **new techniques** associated with adult and child learning, psychology, leadership, living systems thinking, **emergent approaches**, ecology, ecosystems, economy and regenerative design.” (Whybrow & **Einzig 2020**)*

What pathways might exist?

Natural Ecology

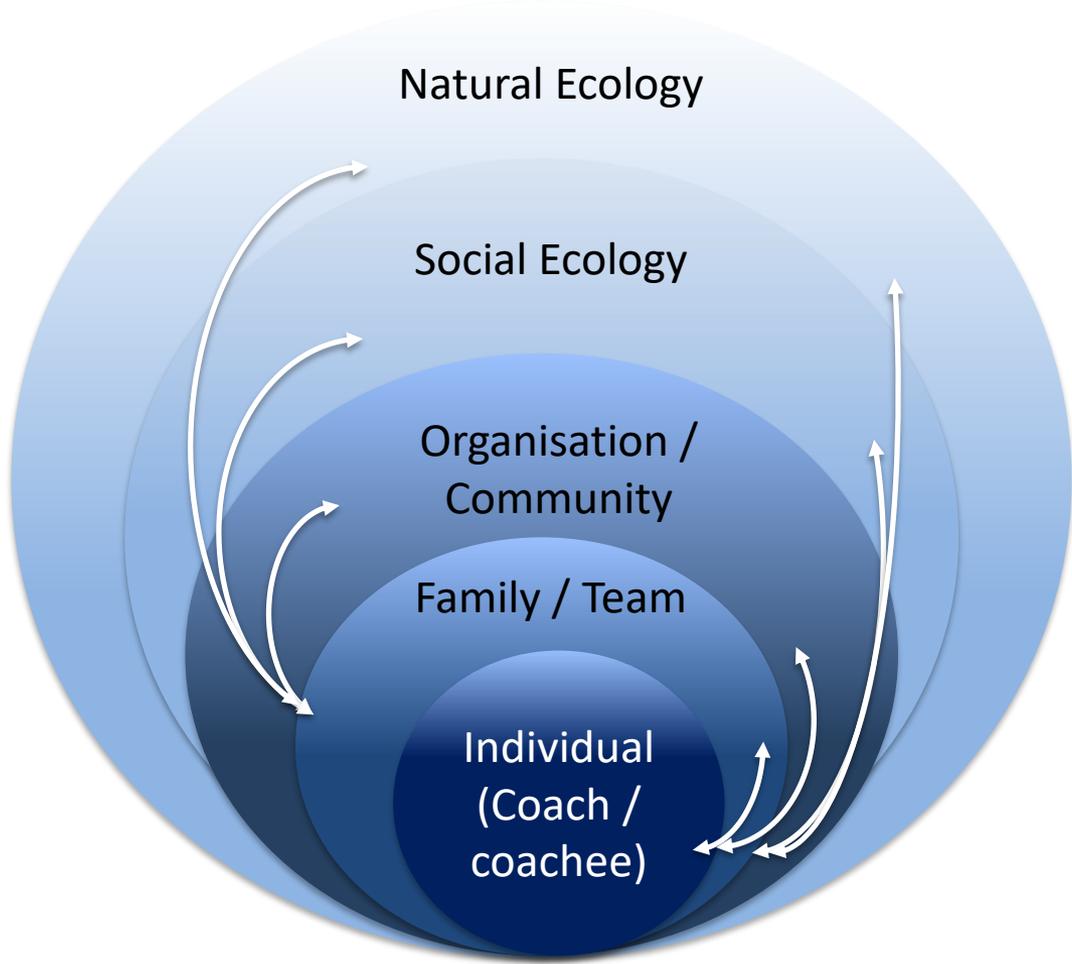
Social ecology

Organization

Team

Individual

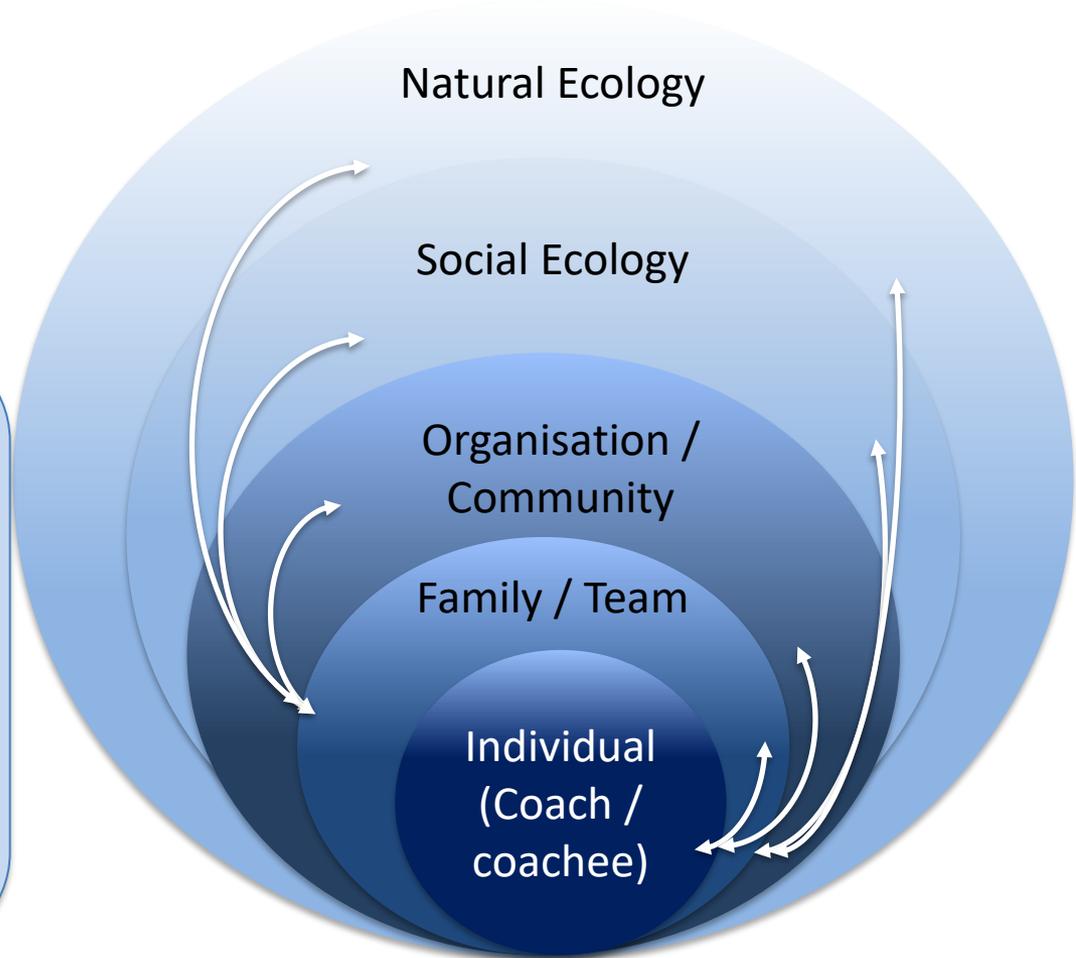
Regenerative Coaching: Seeing differently



Regenerative Coaching: Seeing differently

Raising awareness and shifting consciousness

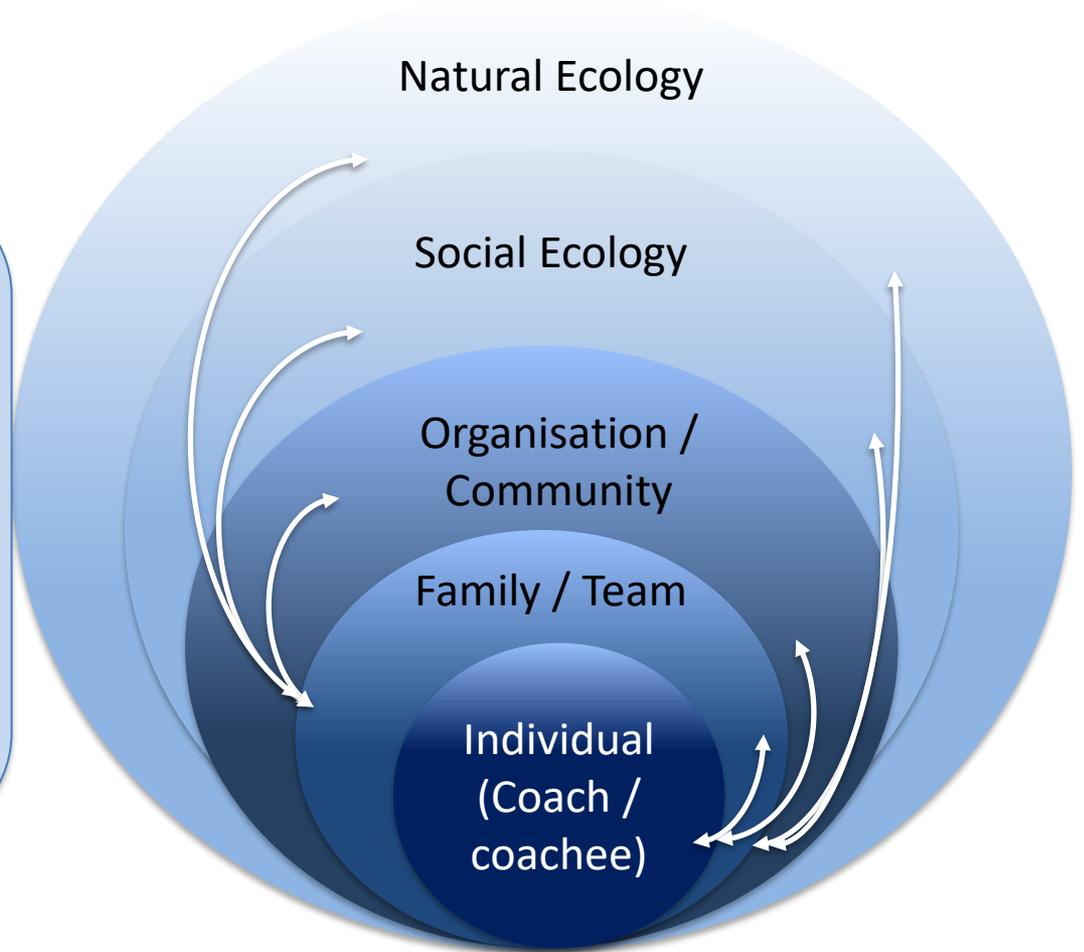
- Hearing the call & creating time
- Earth contact
- Being & Consciousness
- Purpose & Power
- Connection & Context
- Fear & Anger



Regenerative Coaching: Seeing differently

Practices that resource

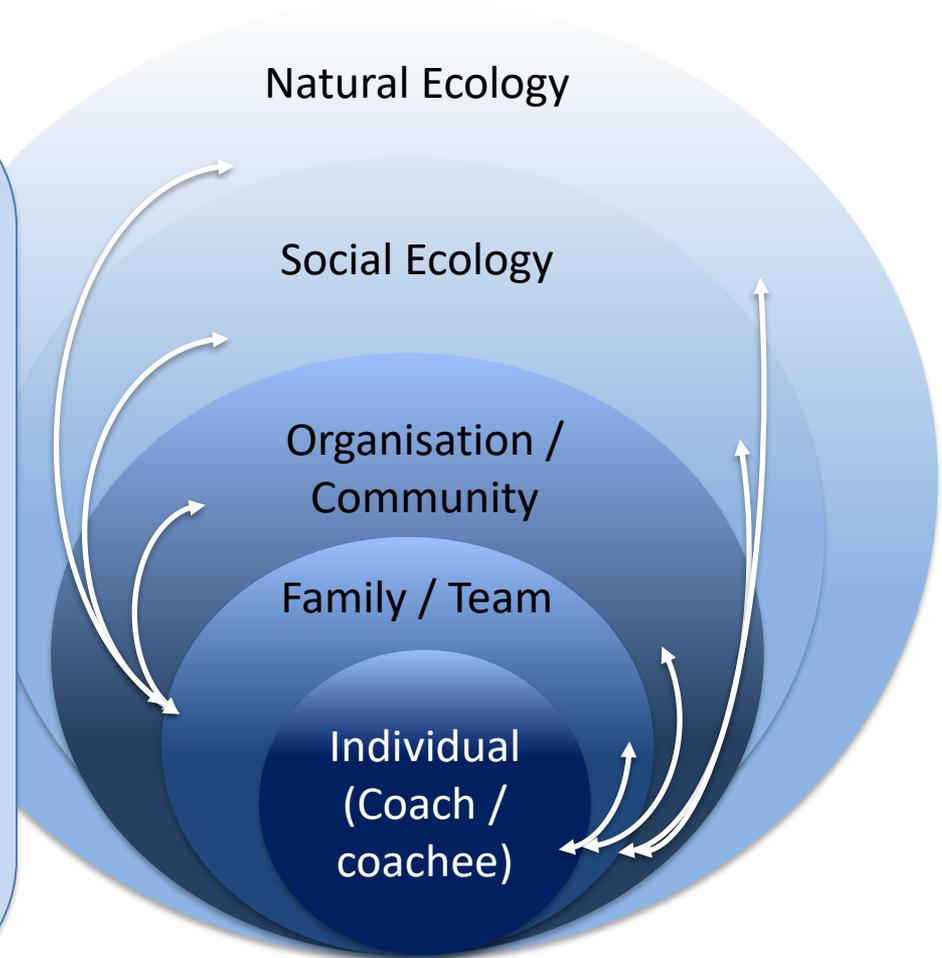
- Connection to community
- Respecting ancestors and attending to emergence (connecting over time)
- Slowing down & Listening
- Courage, Compassion and Curiosity
- Fair Exchange



Regenerative Coaching: Seeing differently

Connecting to the wider system

- Transparency, framing and inviting;
- Building capacity to see connection;
- Creating opportunities for recognition
- Creating pathways: Imagining future possibilities (What if)
- Using new maps from our earth – living systems leadership - Emergence rather than control
- Simplicity within complexity
- A different sense of time



New awareness and resources: The Shifts

- A deeper sense of time: “Write a letter to someone living 200 years from now about how you are creating their future?”
- Greater sense of community, from I to we, deep interconnectedness: “Who are all the people, animals, resources involved in achieving x?”
- From closed to open: “Who and what are you not including here that serves you and your organisation?”
- From control to emergent: “For what purpose, and what guiding principles and values will enable you?”

Theory U (Otto Scharmer); Active Hope (Joanna Macy & Chris Johnstone)

New Maps: Better Questions

Kathleen Allen: Leading from the Roots (2018)

- What do I need to control? Becomes: What can I unleash?
- Who can make this work? Becomes: What interactions will make this work?
- What needs to change? Becomes: How do we transform the energy already in the system?
- How do I avoid resistance? Becomes: How do I welcome resistance?
- How do I influence individual action? Becomes: How do I influence the field?

Daniel Christian Wahl: (Designing Regenerative Cultures)

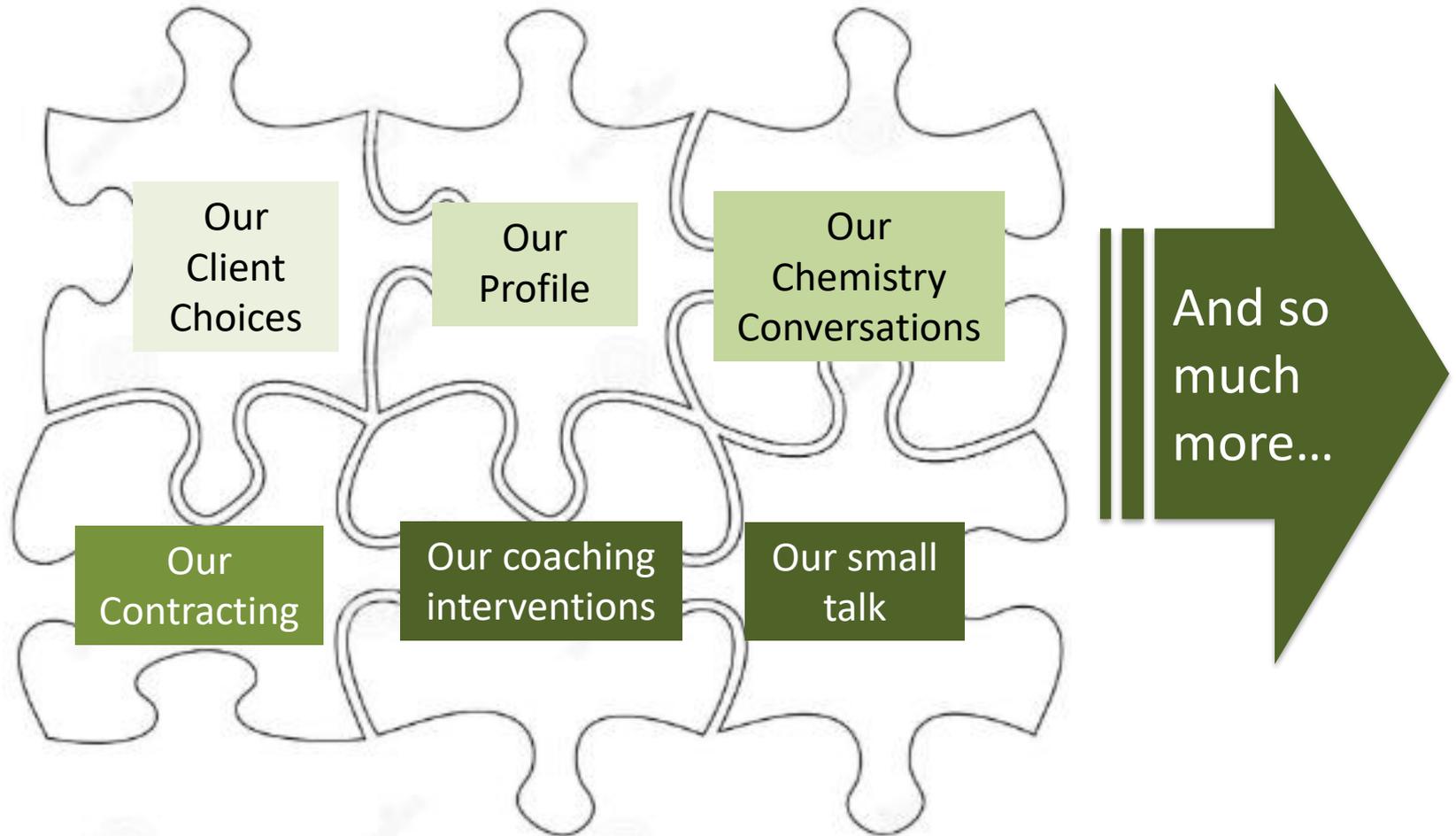
- *What if.....*

Bringing it back to you



What might you become?

What might shift for us?



And Finally.....

- How are you?
- What has really resonated with you?
- What is front of mind as we come to a close?
- What is your intention with that?



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