

Foundations in Polarity Management® ***Gain and Maintain High Performance***

The research is clear: leaders and organizations that manage polarities well outperform those that don't - both in the short term and the long term. Polarities go by a variety of names: paradoxes, dilemmas, or wicked problems. High performance leaders and organizations have developed a tacit wisdom about managing polarities. Their experience and intuition has led to a natural ability, as F. Scott Fitzgerald said, to "... hold two opposed ideas in mind at the same time, and still retain the ability to function."

What is needed is a way to make this tacit wisdom useable so leaders and organizations tap the *power* of polarities. We lose this power when we think only in *either/or* terms: *Either* we plan for stability at the expense of change *OR* we push hard for change while losing what is intrinsically valuable in stability; *Either* the organization centralizes for efficiency *OR* decentralizes for speed. These seemingly opposite movements need each other for an organization to optimally sustain itself over time. These polarities are interdependent pairs.

Polarity Management® allows leaders and organizations to identify interdependent pairs and plan for using the best of both, while avoiding their downsides. The question, for example, is NOT whether to seek stability or change but how to plan for both. The question is NOT whether to centralize or decentralize but how to optimize the benefits of these poles, allowing the organization to move easily between the two to accommodate their ever changing needs.

When polarities are managed to obtain the best of both conditions, the tension between the poles is converted into creative energy. When the tension between stability and change is balanced well, you will witness the organization benefitting from the comfort and predictability inherent in stability AND embrace the fresh energy and ideas that change can bring. When this tension is poorly balanced or ignored all together, you will witness stagnation where the desire was stability. And/or you will witness chaos when change was the sole focus. When leaders mistake a polarity to manage as a problem to solve, the tension between the poles is converted into destructive energy.

Advantages of Foundations in Polarity Management®

The Foundations in Polarity Management® course is intended for individuals interested in expanding their thinking and awareness of the phenomenon of interdependent pairs – polarities - and how to manage them well. This course is provided as an introduction for those who have had little or no exposure to Polarity Management®. It is both a stand alone introduction and the *prerequisite* for the next step in learning: the Consultant Development Intensive (CDI).

This one-day program helps ensure that participants understand the fundamental principles of Polarity Management®, how polarities work, and the steps for managing polarities well over time. The objective is to supplement participants' thinking and improve their effectiveness in addressing the “5 C’s”: Complexity, Change, Conflict, Chronic and Cross-Cultural Issues.

In the workshop participants will:

Understand the

1. Background and context for Polarity Management®
2. Critical importance of managing polarities in complex times
3. Nature of polarities
4. Difference between problems to solve and polarities to manage
5. Value of either/or thinking and the value of both/and thinking

Develop skills in

1. Identifying polarities,
2. Mapping polarities and predicting their movement,
3. Action planning to tap the power of polarities.

The Foundations in Polarity Management® course is not a licensing process through which someone is “certified” to consult or train with Polarity Management®. It must be understood that effectively training and consulting with Polarity Management® is a skill acquired over time with practice and coaching support from someone who has developed those skills. The Consultant Development Intensive will build on the learning from this introduction.

Faculty of Foundations in Polarity Management®

[Chandra G. Irvin](#), M.Ed., is president of Irvin, Goforth & Irvin, LLC, a consulting firm dedicated to helping individuals and organizations achieve their preferred future. Employing the GOFORTH Principles and Polarity Management, she helps individuals and organizations pinpoint and "Capitalize" on tensions in relationships and change processes so they can achieve their goals. Throughout the United States and Internationally Chandra has utilized Polarity Management® to help clients in various business sectors address issues of identity and inclusion, ambiguity and complexity, conflict, change, team alignment and personal alignment. Applications include assessments, strategic planning, training developing internal resources, mediation and coaching. Chandra is a graduate of the Polarity Management Mastery Program and frequently presents on this phenomenon. She is the co-author of *Do You See What I See? A Diversity Tale for Retaining People of Color* and the author of *Finding PEACE in Life, Work and Love* *Listening to the Voice Within*.

Session Agenda and Logistics

Tuition.....\$400.00

Cost includes tuition and all materials: a workbook containing exercises, guidelines, and handouts that will ground you in the basic methods used to identify and manage polarities.

SESSION AGENDA

7:30 am	Gathering
8:00 am	Session
Noon	Lunch
1:15 pm	Session
4:30 pm	End of Day

Scheduled Courses:

- Chicago, IL., **October 4, 2010**

Location: Days Inn Chicaco

644 W. Diversey Parkway, Chicago, IL 60614

Phone: 773-525-7010

Please reserve rooms by September 3th for special rates under Polarity Managemnt.

The October FPM is a stand alone function. Directly following is the next step in learning:

Consultant Development Intensive, October 5-6 (followed by November 18-19, 2010)

Our Polairty Management®/Real Time Strategic Change Learning Community follows on

October 7-8. Feel free to join us for this special community as well - all are welcome.

Class size is limited to allow a rich variety of experience and concentrated attention on the individual needs of each participant.

REGISTRATION

You can email Shalom Bruhn at Shalom@polaritymanagement.com with the following information which you can copy and paste into the body of the email

(* = must have for registration):

Name*:

Email Address*:

Title/Position:

Organization:

Address:

Phone Number*:

Registrant for*: Chicago FPM - Fall 2010

We will then send you a PayPal link and will place you on our roster.

Alternately, you can MAIL this form with check payable to:
Polarity Management Associates; 1496 Manitou Lane, Middleville, Michigan; 49333

Foundations in Polarity Management®

First Name*:

Last Name*:

Title/Position:

Organization:

Address:

City:

State:

Zip:

Phone*:

Email*:

Chicago FPM - Fall 2010

For alternate payment plans or other registration questions:

Contact Dana Wilcox at 269-205-4263, or Dana@polaritymanagement.com