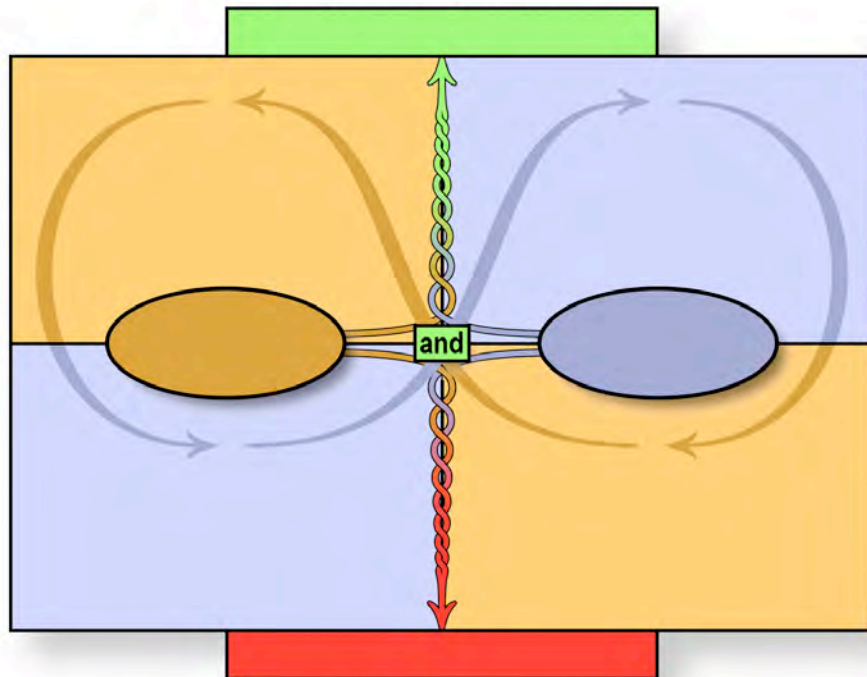

Polarity Management[®]

A Breakthrough Approach to Chronic, Unsolvable Problems



Polarity Map™ © 1992, 2008 Polarity Management Associates LLC

Polarity Management Associates

Consultant Development Intensive

March 15-16 and May 5-6, 2011

Charleston, South Carolina

Use Polarity Management® to 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, contention, interdependent opposites, or wicked problems. High performance leaders and organizations have developed a tacit wisdom about managing polarities even if they have never heard the name. 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 explicit, so leaders and organizations can be strategic and tactical about tapping the power of interdependent pairs.

When this is done well the inherent tension between the poles is converted into a creative synergy or synthesis, called virtuous circles. The opposite poles reinforce each other in a positive way. When leaders mistakenly see a polarity to manage as a problem to solve, the tension between the poles is converted into destructive synergy called vicious circles. The opposite poles reinforce each other in a negative way. Polarity Management® helps leaders and organizations prevent vicious circles and create virtuous circles.

Advantages of the Consultant Development Intensive

The Polarity Management® CDI is intended to begin the process of developing skills in training and using the Polarity/Paradox Map™ and the Polarity Management® principles as a resource.

When someone completes the 4 day process, which includes 2 months of application with a client system between the 2nd and 3rd day, he or she will have a solid understanding of the basics of Polarity Management®.

These basics will include:

1. An increased ability to identify and help others identify underlying polarities within issues that are important to your organization.
2. An increased ability to facilitate negotiations between opposed groups by helping them identify and address one or more key polarities within their struggle.
3. An increased ability to see and interpret individual and organizational development efforts in the context of one or more Polarity Maps™.
4. An increased ability to explain the basics of Polarity Management® to people unfamiliar with the concept.
5. Have a beginning understanding of how Polarity Management® relates to diversity, change, complexity, leadership, team building, acquisitions, conflict, and other key elements of organizational and personal life.

The CDI 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.

