

March 2020



Socially distant but still developing At Eighty20 Focus

(Images from unsplash.com)



**'Only from the heart can you
touch the sky'**

Rumi

These feel like unprecedented times; and as leaders, coaches or mentors we are faced with more complex, and at times chaotic, problems than many of us have ever experienced before. At Eighty20 Focus we recognise this and, in response to stresses being created by the current COVID-19 pandemic, are currently offering, **at no charge**, a number of online initiatives that we hope you may find useful. You can find full details of these on our events page <http://www.eighty20focus.com/what-we-do/real-time-events/>

The self authoring coach

Most of us — about 75% of the general population, according to the research — interface with the world from what Robert Kegan¹ calls a socialised mind – in which we tend to seek external direction, are shaped by definitions and expectations of our environment, and try to adhere to identities we formed earlier in life. However, in times of increased complexity we as coaches - and the leaders we coach – need to rapidly develop our **self-authorship** and align with an internal sense of direction and inner seat of judgment, thus resourcing ourselves to step back enough to question expectations and values, take stands, set limits, and solve problems with independent frames of mind.



In Action-Logic terms, this requires us to open ourselves developmentally in such a way as to build our **Individualist** or **Strategist**² capacities, and many coaches are currently making that journey.

¹ Kegan & Lahey, An Everyone Culture, 2016

² See Fisher, Rooke & Torbert, Personal and Organisational Development through Action Inquiry, 1995

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³ 'Aboutism' is a term coined by Suzanne Cook-Greuter to describe those 'who can know everything there is to know about a

During times of adversity we are given an unparalleled opportunity to go deeply inward, as well as to follow our curiosity outward; and it is the way in which we approach our inquiry into these domains that can facilitate significant vertical development.

In response to the challenges presented to coaches by the global COVID-19 pandemic we at Eighty20 Focus are facilitating, at no cost to attendees, a four conversation, Zoom based, collaborative inquiry that we're calling 'The Self Authoring Coach'. The purpose of this initiative is to give us, as coaches, the space and access to collective insight to meaningfully look together at the relationship between adversity and development.

We won't be doing this in an '*aboutist*'³ or theoretical way, but rather as a collective experiment in personal exploration, for experienced coaches wishing to explore their responses to the distressing times in which we find ourselves.

Ian Mitchell, one of our Partners who is a qualified & experienced coach supervisor, will be happy, for those going through an accreditation process, to certify this as attendance at a group supervision event.

Subject to coach availability our proposed dates are:

April 9th 9.00 – 10.30am

April 16th 9.00 – 10.30am

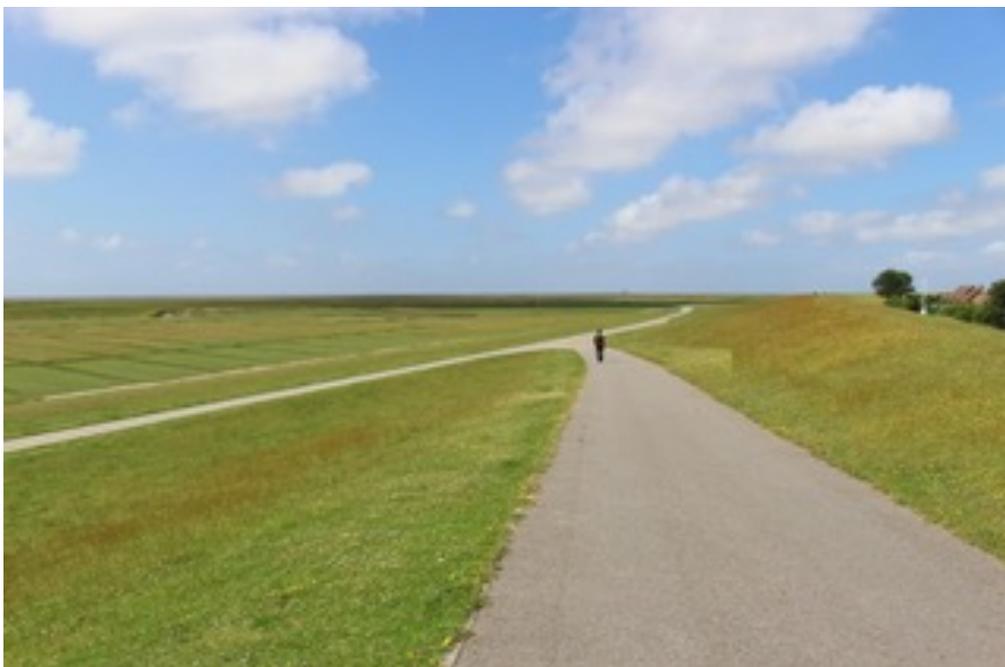
April 23rd 9.00 - 10-30am

April 30th 9.00 – 10.30am

Subject to demand we may also run an alternative evening group for those unable to attend these sessions.

Subject to participant agreement we will record each session to allow those who are unable to be present an opportunity to reflect on the conversations.

If you would like to take part please email Ian on ian@eighty20focus.com.



³ 'Aboutism' is a term coined by Suzanne Cook-Greuter to describe those 'who can know everything there is to know about a theory without transfer of the conceptions to their interior life'