

To: All Coach Certification Program (CCP) Participants
From: Lisa Lahey and Bob Kegan
Re: Welcome and preparations for our October 15-17 session
Date: September 18, 2014

Our October residency is just around the corner, and we are that much closer to launching this year's Coach Certification Program. **We are thrilled that each one of you is joining us on this journey.** You are a diverse group of twenty people, from as far as Japan and Australia, and you have a diverse set of interests and intentions for using Immunity-to- Change® (ITC) coaching. We anticipate that there will be as much to learn from you as we have to share with you. That we have approximately ten months to be at this work together makes it that much more possible for us to make a real difference in each others' practices.

While we will have a chance for everyone to introduce him or herself when we all meet on Wednesday, October 15th, we wanted to take a moment now to introduce you to our three additional faculty: **Deborah Helsing, Barbara Rapaport and David Zeitler.** Beyond their role as faculty, they will provide direct coaching and guidance to participants throughout the program. We will talk more about their continuing role with each of you – and schedule your first coaching session with one of them after this residency-- before we end on October 17th.

As a quick reminder, we've designed the program to move back and forth between focusing on you as coachee (so you experience the whole process from the 'receiving side') and as coach (with your clients). The main focus of our first residency will be on you. While there is also a focus on your learning the first phase of the ITC coaching process, you should not expect to begin with your practice client until late November. We will discuss this, and the entire timeline, during our October session, including how to contract with your practice client. **When you come to the first session in October, please bring (or construct a new) 1) a current immunity map concerning yourself, and 2) immunity maps of two people, neither of whom you intend to be your ITC client. Please type all of your maps using the electronic template attached to this email and include your name and indicate whether the map is a personal map ('self') or a map for another person ('other.')**

A few words about each of these assignments:

(1) When you are creating a map concerning yourself, remember the criteria for good "first-column improvement goals" include goals that are **important to you.** Choose

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something that would make a big difference to you if you got really better at it. The first place to look for an improvement goal, given the purpose of our program, is in your work as a professional helper. (It is also fine for you to select a goal that is not connected to that role; but what's most important is that your goal be important, if not very important, to you). We want you to know that we will be creating a confidential space throughout the program, and that we will be asking you to share your map with one or two other participants (as well as your coach). Please try to be as clear and explicit as possible in your language so that someone else could read your map and be able to follow you.

(2) For the maps you are creating with someone else, you may wonder whom you select to do these two practice maps with. Different from the person you end up choosing as your practice coachee, it is okay if this person is a personal friend, relative, or employee. Please use the map attached here, as it includes the criteria for quality entries in each column. Hopefully, the criteria are familiar and self-explanatory.

We suggest that those of you with less experience and comfort in generating an ITC map take time between now and when you come to do several practice maps with other people. We hope all of you will take comfort in knowing that the first step of ITC coaching is to optimize the power and meaningfulness of the map, so we plan to teach you how to do that early in our time together, and you should not think you are supposed to produce "perfect maps" before you get here! In fact, *we want to emphasize that you and your colleagues in the program will learn more if you **bring a map you are either having trouble with or is a simple draft***, since we will be using these materials to practice honing maps. Please do not bring an excellent map!

In addition to bringing these three maps (reminder: **typed, hard-copy versions, please**, for easy photocopying, each with your name and the word "self" or "other" on the top right) we also ask you to do a little reading before you come, to bring the ITC ideas and purposes to top of mind. Attached you will find two readings, (1) a trio of brief articles from *Business Digest*, regarding the ITC approach in the private sector, and (2) Chapter Ten from *Change Leadership*, regarding the use of the approach in the public sector. Please read one or both of these before you arrive.

A few practical matters:

- (1) Our program will be held on day 1 at the Double Tree Hotel in Cambridge (Hilton Double Tree Guest Suites on Soldiers Field Road, Boston-Cambridge, MA), and at the Harvard Faculty Club (20 Quincy Street in Cambridge) on days 2

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- & 3. We will begin at 9 am each morning, and will conclude at 5 pm on both Wednesday and Thursday and at 4 pm on Friday. A continental breakfast will be provided each morning starting at 8:30 am, and we will have lunch and snacks together each day. You are your own for dinner each night.
- (2) Our March residency will be the evening of Wednesday and all of Thursday and Friday, March 18-20, 2015, dates you all indicated worked for you.
 - (3) Our Program Director will send you an invitation to join NING, the ITC online community. Please be sure to add your photograph to your profile before you come to Cambridge so that your colleagues will be able to put a name to a face when you meet one another next month. Our Program Director will also post other logistical information on your group's private site throughout the program so please make sure to get in touch if you have any questions about how to use the site. Again, we hope that you will use this as another vehicle for dialogue and support as you begin this new ITC practice. If you have any additional questions, feel free to reach out to office@mindsatwork.com or via phone at (617) 491-2656.
 - (4) If you don't already know, October weather in New England can be unpredictable! Please bring a rain jacket and some versatile layers. Whatever you pack, feel free to dress casually throughout the program.
 - (5) We want to **invite you all to a wine and cheese reception at Lisa's home on Wednesday, October 15th** after we have all finished our first work day, around 5pm. We look forward to having a chance to "shmooze" and relax together.

Finally, we want to give you a heads up: from what past participants tell us, it's good to tell you that the program days are full, including homework (between 60 – 90 minutes each night), and our wine & cheese the first evening. That doesn't leave much space for sight-seeing or time with family members. Of course, they would all tell you that it was well worth the intensive dive into their ITC journey with us and their fellow participants. We will work hard, but we will also have fun!

Safe travels, and looking forward to our all being together soon!



Robert Kegan and Lisa Lahey

Attachments: map template with column criteria, articles from *Business Digest*, Chapter 10 from *Change Leadership*.

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