

LIVING, LEADING & FACILITATING IN GREY ZONE CHANGE

June 19th, 2020 (Juneteeth!)

By: Dr. Yabome Gilpin-Jackson

For: [Centre for Human Relations and Community Studies \(CHRCs\)](#) @ email - chrcs@concordia.ca

SLD Consulting Inc.

Opening Poll...

Opening Poll...

What attracted you to this session today on Grey Zone of Change?

- **I am intrigued by the concept**
- **I feel like I am in 'grey zones' of change most of the time now**
- **I am looking for new ways to navigate constant change**
- **I am even more conscious of the need for systemic change in complexity as a result of disruptions such as COVID19 and anti-black racism events**
- **All of the above**

Our Inquiry

How do we live, lead and facilitate in the grey zone of change?





Grey Zone of Change as the space in-between an existing system (System A) and an emerging or envisioned one (System B) *that is undefined and unknowable.*

In chat:

What situations would you define as Grey Zone Change?

Grey Zone Change

1. Transformation is required in the way people work, think and behave.
2. There are plenty of questions.
3. There are no clear answers.
4. There are new things to consider regularly.
5. The end goal and solutions are unknown.
6. Processes and progress are emergent.
7. Many people are involved.
8. Everything seems chaotic.

ADAPTIVE
CHALLENGES

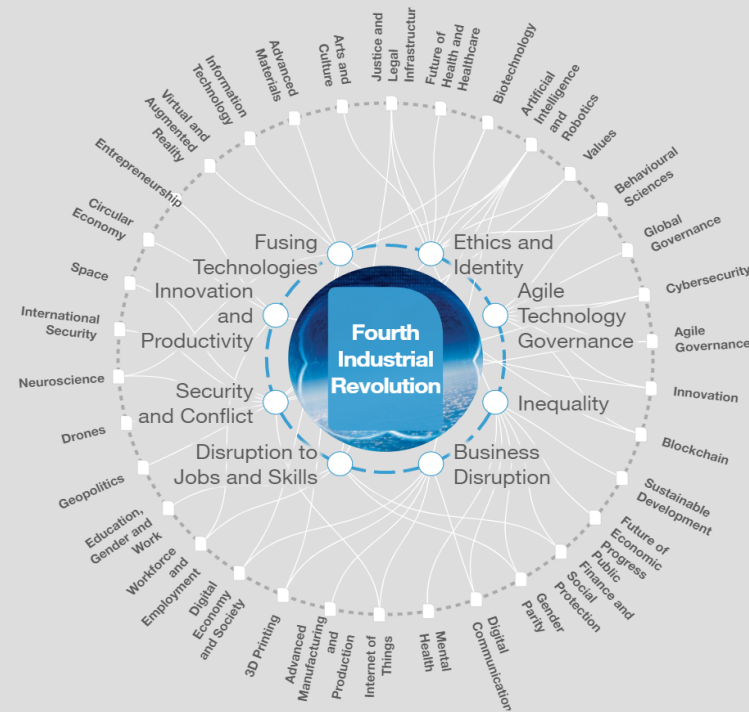
VUCA

SYSTEMS

WICKED PROBLEMS

COMPLEXITY

Our Current World Trends...



© World Economic Forum

The Issue/ Implications

- We need transformational change!
 - [Dialogic/Emergent/Socratic Practices]
- Now Send me a Briefing Note
 - [Traditional Business Practices & Structures]
- The reality of navigating a transitional world while fostering learning, synthesis and a collective commitment....

embrace emergence...

Individuals: self-care
Leaders: Transformational
Leadership/Generativity
Change Practitioners: GZC mindset & skills

System Dynamics
Psychodynamics
Group Dynamics

System A



System B

A Dialogic OD Mindset
Masterful Dialogic OD Consulting
Self-as-Instrument

Sub-Zone of Transition
Sub-Zone of Learning & Synthesis
Sub-Zone of Group Development

Listening Deeply, Asking Powerful Questions, Co-Creating Actions

In Zoom Rooms:

- Speaker: Share a story that most illustrates a current grey zone experience you are having.
 - What is working?
 - What are you struggling with?
- Listeners: **Share an insight or ask transformational questions** that emerged for you from listening.
- Repeat
- Report back in chat in the main room (insights).

In Zoom Rooms

What question, if answered, will serve us all well in our current grey zone change world?

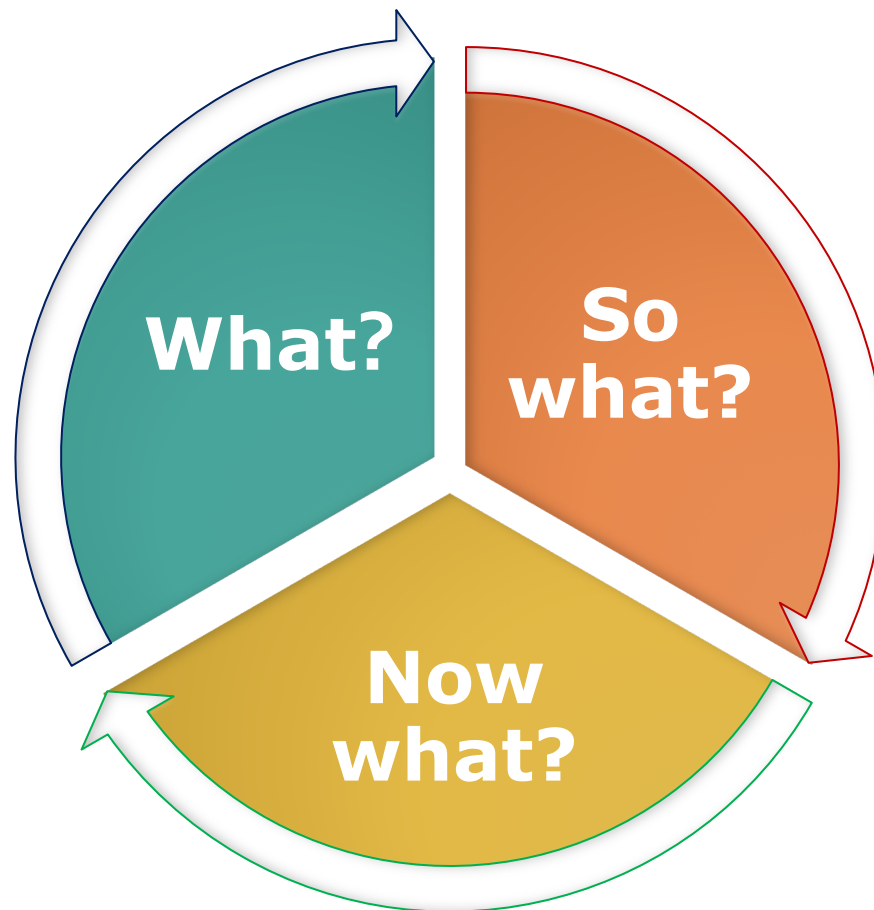
Grey Zone World Café 2019

- 1. What is the most inspirational change you see for the future?*
- 2. How do you want to serve that future?*
- 3. What is the purpose?*
- 4. If we have a sense of where we need to go, what keeps us from going there?*
- 5. What would change if we played more in the Grey Zone of Change?*
- 6. What is needed at this moment to bring us together to connect without ego?*
- 7. What are the beacons that will guide and hold us through the grey zone? How will we find them?*
- 8. What do we want?*
- 9. What is my/our role?*

Observations from my research & practice

- We are in a transitional space where new systems are emerging.
- Effective change and transformation are less about diagnostic or dialogic methodologies and more about mindsets and orientation.
- Diagnostic and traditional structures are not dead.
- Dialogic mindsets and skillsets are required.
- Practitioner, leadership, and system readiness matters.
- Continuous inquiry through listening, questioning, and co-creating action are needed.
 - *How do we accelerate building the transformational change capacities and practices required of us all in Grey Zone Change and in transitional spaces?*

Application: Find your next wise action



Act with courage
to make a
difference

Human Systems Dynamics Institute &
Glenda Eoyang



Sub-Zone of Transition
Sub-Zone of Learning & Synthesis
Sub-Zone of Group Development
Sub-Zone of Possibility and Courage

Journal:

- Journal: What courage is required of you?
 - What narrative do you want for yourself a year from now?
 - What first steps might you take to get there?
 - What support might you need?
 - Consider reaching out to a trusted partner, colleague or community of learning to share the results of this exercise.

Questions and Answers

Go to Sli.do

Enter Code: GZC2020

Type in your Question
Upvote questions.

ONE WORD

Thank you!



- My Why
 - To inspire leadership action so that people and groups can achieve & exceed their highest positive change aspirations.
- www.SLDConsulting.org
- Tel: [778-999-4455](tel:778-999-4455)
- T: [@supportdevelop](https://www.instagram.com/supportdevelop) | FB: @yabomewriter | IG: @iamyabome
- LinkedIn: <https://www.linkedin.com/in/yabome/>
- Amazon: <https://www.amazon.com/author/yabomegilpin-jackson>
- Download Grey Zone Change Workbook: <https://sldconsulting.org/grey-zone-change/>



**FACULTY OF
ARTS AND SCIENCE**

Centre for Human Relations
and Community Studies

Centre for Human Relations and Community Studies (CHRCS)

Email - chracs@concordia.ca