

TurnStones working with Organisations

Is your organisation evolving in the way that you want it to? Do you have a feeling that you are not engaging with the collective wisdom of your colleagues? Is there a sense of not connecting effectively across your ecosystem?

TurnStone is a group experience supporting emergent thinking within your team leading to creative next steps in resolving challenges such as those mentioned above. **Read on to find out more about Marcos and Jeremy and how they facilitate TurnStones.**

What is TurnStones?

TurnStones is the art of turning our thinking and feeling upside down in the company of others, and being interested about what gets revealed. It's the togetherness of this experience that really makes a difference. We explore questions like, what's hidden? What patterns do you find underneath? What's different? What is shifting for you, your organisation and for the ecosystem you exist in? To what else are your turned stones linked that might influence how you negotiate your next steps?

In revealing something new the levels of awareness become more layered, nuanced, diverse. Having a more nuanced understanding of your organisation creates opportunities to understand the more nuanced version of others: stakeholders, beneficiaries, wider contexts in the world around you.

Revealing more information in this way means your field of possibilities expands for teams, your organisation and your connections to others. Blockages and resistance can transform into a sense of flow. Relationships become richer, collaboration more creative.

Every experience we have alters us. *TurnStones* creates space to pay attention to that, and to be curious about it. It will be a place where you can make use of time spent at your learning edge.

To get some experience of what TurnStone conversations might be like, you can view some short conversations between Marcos and Jeremy. Each short conversation involves turning stones over about something that has captured their interest, in doing so creating new perspectives, new possibilities. You can find some examples of them through this link: <https://www.alpamayocoaching.com/wares>. One of these conversations is about *Turnstones*.

What will I experience during TurnStones?

- Intuition, creativity and playfulness in being curious about what is important to you in this change
- Opportunities to share your thinking in plenary, in whole groups and sub-teams with your peers facilitated by Marcos and Jeremy
- A safe space for deeper thinking and enquiry, opening up new perspectives, and taking action to meet the challenges of interest to you organisationally
- Opportunities to craft outcomes that you can experiment with, and in doing so deepen your enquiry.

How will we work together?

The spirit in which we work is a collaborative approach to meet the needs of our clients. Typically this might involve working together for concentrated periods of time, or it might be more episodic in nature.

Your TurnStones hosts, Jeremy and Marcos

We are long term collaborators excited by focussing enquiry at the edge of our knowing. We do this for each other, and for individuals and organisations in our coaching and counselling partnerships. We are experienced in creating learning spaces which are emergent and co-created with our participants, who gather their own unique learning from them. There is a spontaneity in what we do, an ability to create in the moment, guided by the wisdom of the group. We are intentional, yet playful in what we do.

About Jeremy: I have been a medicinal chemist, an academic, change leader and now I am a solopreneur and coach. A journey so far of about 40 years in total. My values include freedom, curiosity, contribution and connection. My motivation comes from partnering with people as they 'think about their thinking'. I am particularly interested in our way of being and how that shows up at work and play, and I enjoy complexity and making connections between disparate experiences and frameworks for thinking and feeling. I have professional accreditation with the International Coaching Federation (PCC, ICF) and draw on the experience of 1000's of coaching hours and experience in many different coaching methodologies.

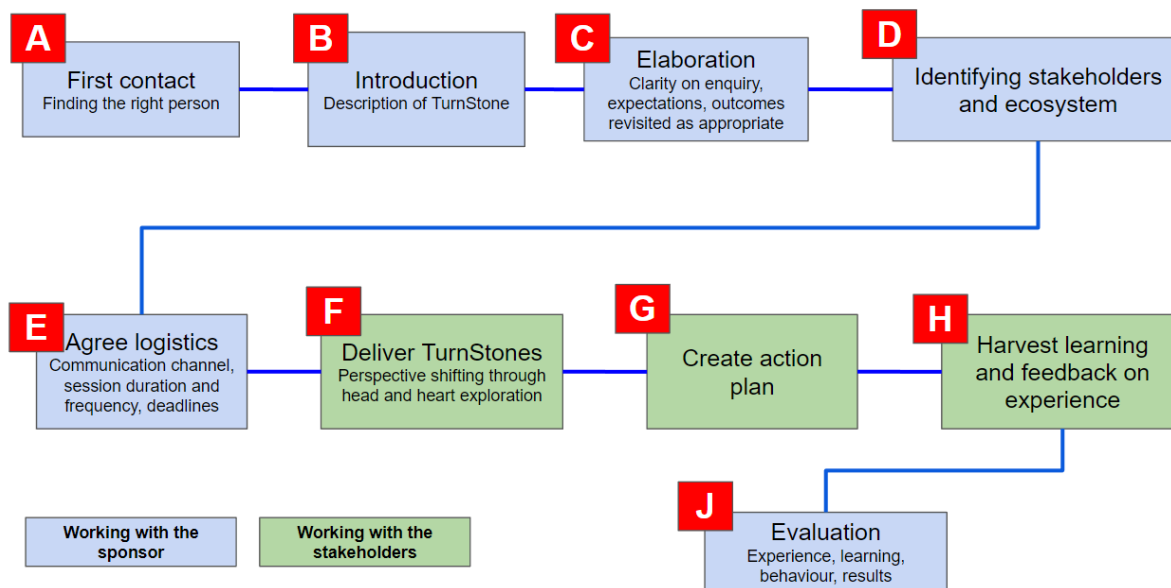
About Marcos: My fascination is what is possible when we truly hear organisations' stories and help them make their own connections. I have enjoyed a diverse career: studies in architecture, counselling, coaching, systemic family and organisational facilitation, learning how natural systems can also be teachers about human systems. For over 15 years I was a senior manager in local government and in my last roles involved in large-scale transformation projects. I managed a woodland educational charity which focuses on wellbeing, nature-connectedness and healing human and more-than-human ecosystems. Now I'm a coach, facilitator and holistic counsellor and co-founded a company inviting people to explore their nature connectedness, emergent purpose and to make a positive difference in this world.

Influences and methodologies we draw on

We have many other influences from science, psychology, counselling and philosophy. Some are listed below.

Appreciative Inquiry (Cooperrider)	Emotional Intelligence (Goleman) Feeling and Mood (Newby)	Social Threat – SCARF (Rock)
Change models in Coaching (Lewin, Beckhard Harris, Kano)	Human System Dynamics	Transactional Analysis (Berne) and the Karpman Drama Triangle
Client centred practice (Rogers)	Neuroscience and coaching (Feldman Barrett)	Thinking paradigms and mindsets (Kahneman, Dweck, Syed)
Coaching and Trauma (Vaughan Smith, Fisher)	Physical metaphors and constellations	The Thinking Environment (Kline)
Systemic constellations with organisations and families	Natural systems as models of human ecosystems	1-2-1 and Group models of therapy

A sense of the TurnStones process



Your next steps

We invite expressions of interest from prospective organisations *via* the contact forms on either of our websites, or by using the contact details below:



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