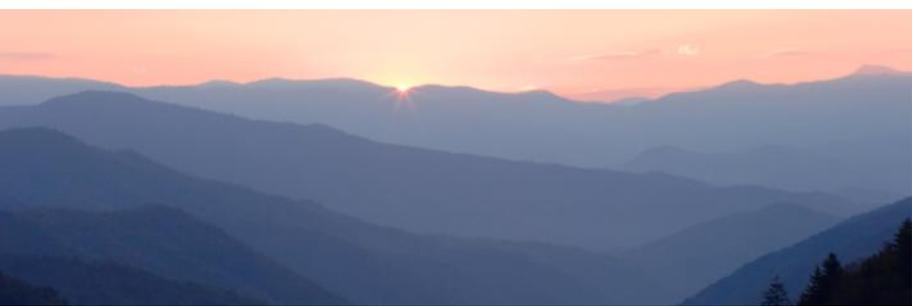




# THE STILL MOVING CHANGE PRACTITIONER PROGRAMME (CPP)

An intensive accreditation journey for  
advanced change coaches  
and consultants

JUNE - NOVEMBER 2023



SHARPEN  
PRACTICE  
CREATE  
MOVEMENT  
SUSTAIN  
CHANGE!



# STILL MOVING

As the world around us becomes more complex, disruptive, and interconnected, we have found that traditional ways of leading change are becoming less effective. The success of directive, recipe-led, action-heavy approaches is decreasing. Emergent and more subtle, systemic approaches to leading change are winning through.

We know that as our four rounds of global research across two decades into the successful leadership of high magnitude change has provided consistently powerful insights into what makes the difference. These insights combine into a 4-factor change leadership framework that we call *Change Vitality*: the foundational 'being' quality of a change leader's *inner state*; a set of 'doing' skills that make up skilful *outer action*; the fateful choice of *change approach* that determines true system change; and how you pay attention to deep *systemic orders* that govern how your change can flow with ease.

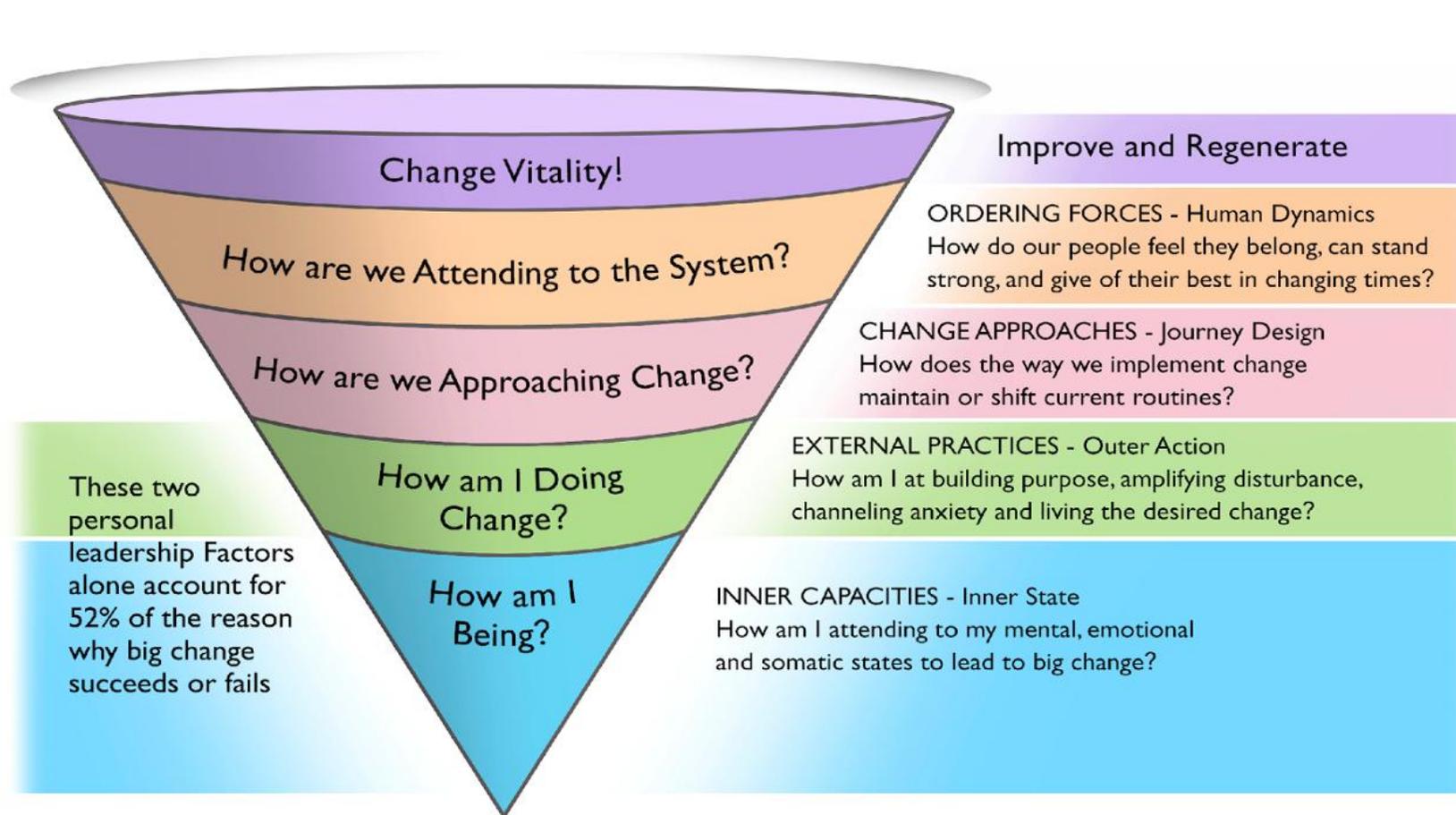
Change Vitality forms the basis of Still Moving leadership – a holistic way of leading that helps you navigate change in today's turbulent world.

Through our own experience of leading change and our client work, we know that these skills can be developed, and they make leading change more human, more effortless, and more sustainable. So, we have developed the Change Practitioner Programme to help you develop Still Moving leadership, and what's more, to enable you to develop it in others too.

**"I couldn't recommend it more.  
A provocative and inspiring  
learning experience and given  
me the opportunity to develop  
new skills that are already having  
a huge impact on my day-to-day"**



# True change is an outcome of four crucial, interrelated factors, which together make up Change Vitality



Leading change that is true movement, not just busy action

# THE CHANGE PRACTITIONER PROGRAMME (CPP)

## Who is it for?

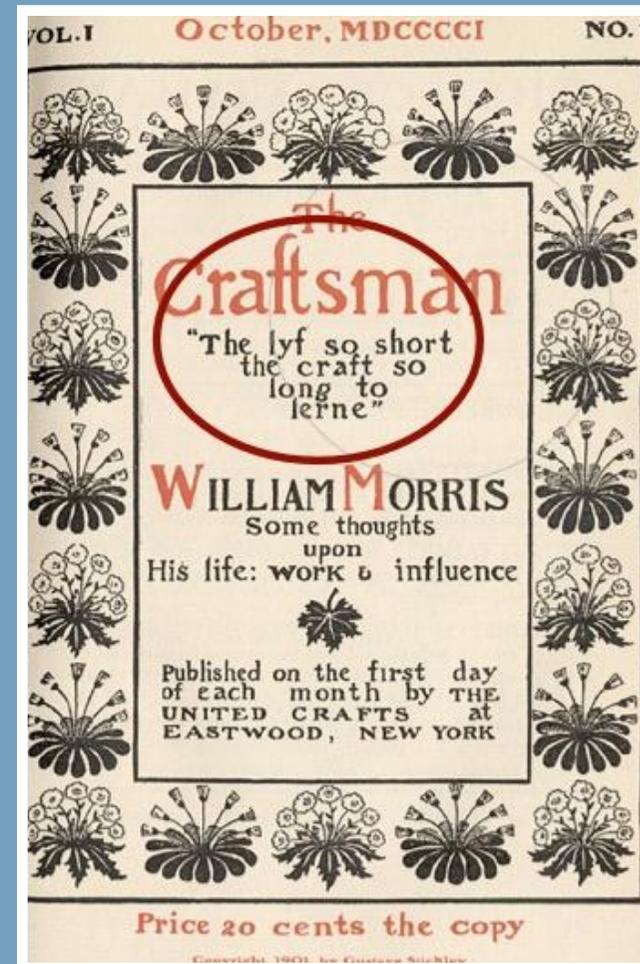
We imagine that you are a “seasoned” change practitioner. Someone who has track record in helping organisations and whole systems go through major change. Maybe you have trained in Organisational Development (OD), group relations, business process improvement, HR business partnering or large scale programme management. Maybe you have been a line leader who “got the change bug” and now acts as a transformation coach. You may be in-house within an organisation, or an external advisor.

However you have arrived at this point, *you might be asking yourself questions such as:*

- Is there something more out there that can help me help others with today’s disruptive change?
- Is it time to refresh my own skills as a change practitioner?
- Do I need to deepen my own awareness of my being in leading change?
- Am I fueled by a desire to bring greater, more sustainable impact to my change work?
- Is it time for some nourishment and inspiration in how I go about my craft?

*From previous participants:*

**“Still Moving is a fresh, modern take on leading change”**



**Our learning is never “done” -  
if you’d like to continue to hone your skills, read on...**

# PREVIOUS PARTICIPANT:



The programme has made  
me stand back and look  
more broadly at the  
system and see what is  
really going on



# THE CHANGE PRACTITIONER PROGRAMME (CPP)

## What is it for?

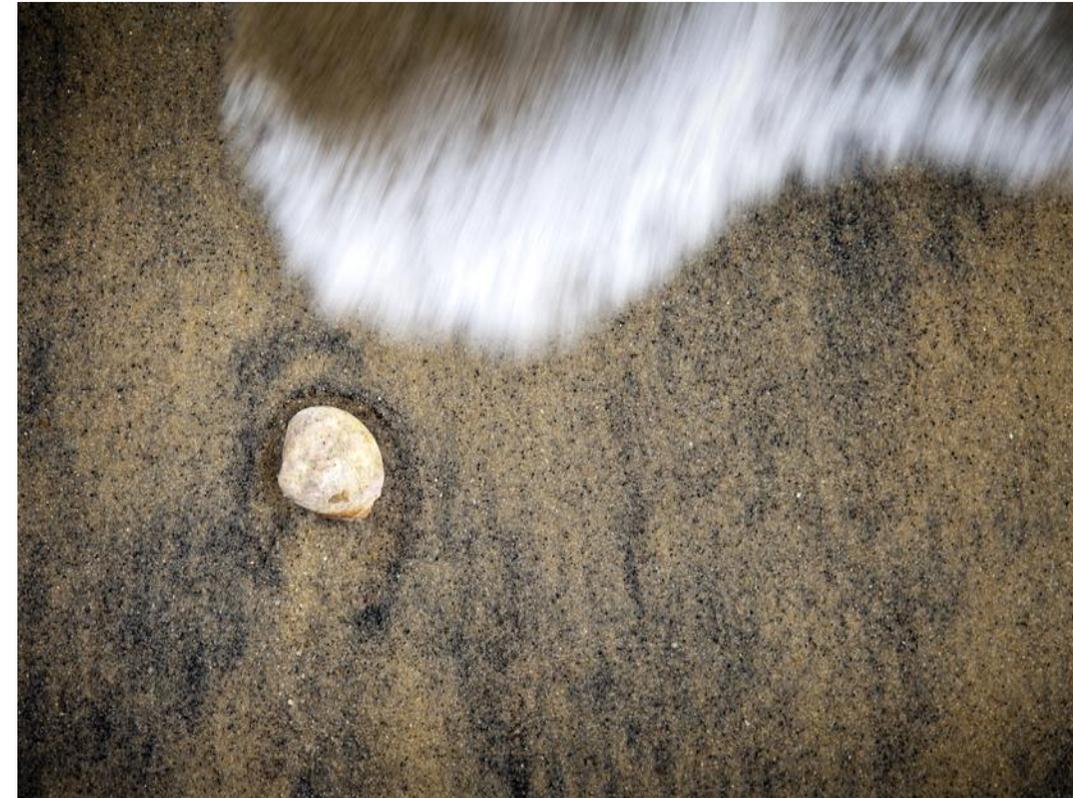
The intention of the CPP is to:

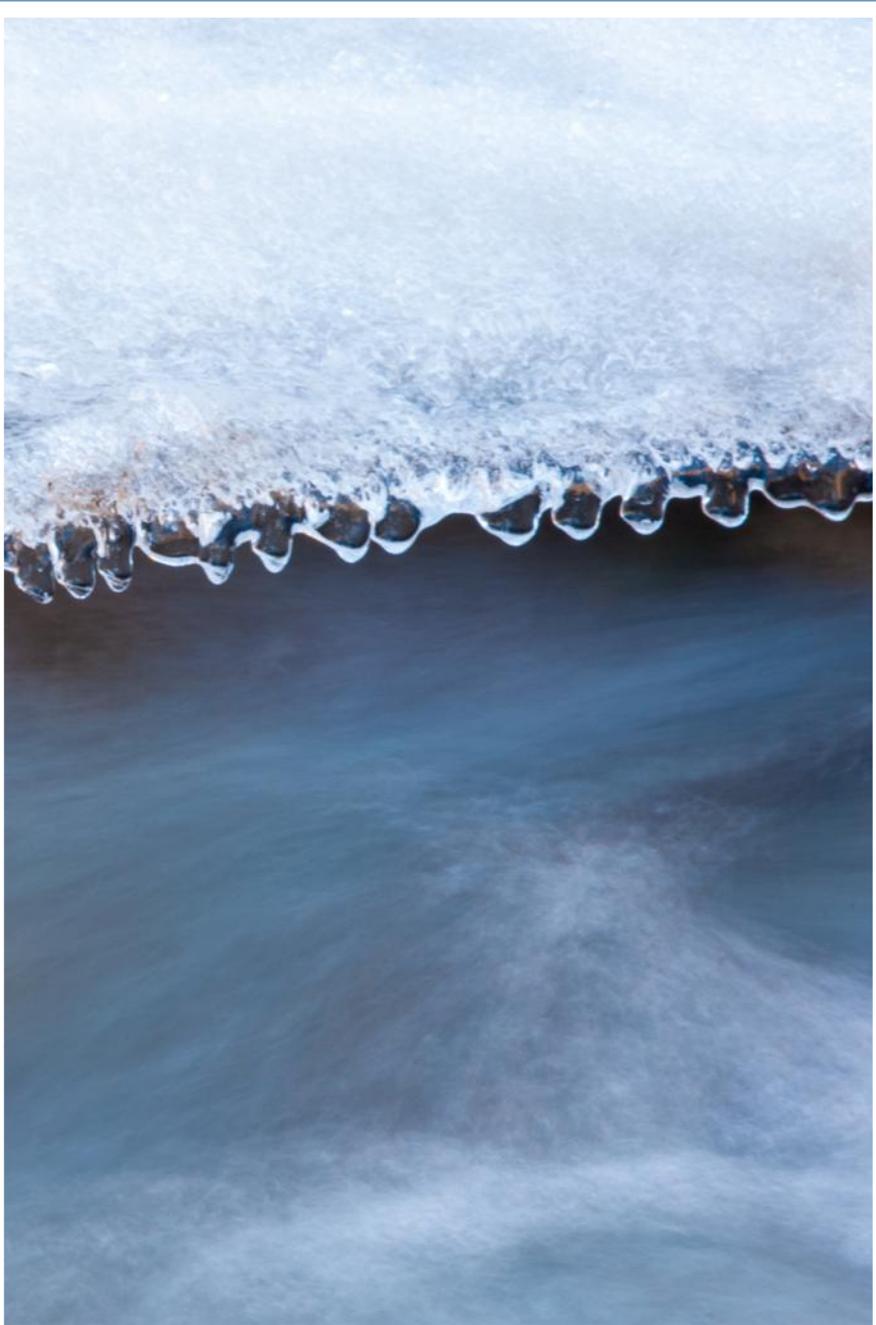
- nourish your presence and deepen your skill as a change practitioner so that you can develop the skills of leading change in others (be that individuals, teams or whole systems)
- integrate and adapt Still Moving change frameworks in your ongoing consulting practice/coaching repertoire (not recipes and tool-kits, but good implementation!)
- build a flourishing, networked, learning community of change practitioners that collaborate to bring greater attention to the need to upgrade the quality of change leadership in the world.

## What is the overall programme approach?

### - a living laboratory of change

The CPP has been designed for those practitioners who have already started to explore the connection between self- and system-awareness. The programme community will be an experiential practice field for live in-the-moment learning about systems and how they can either become stuck or move with greater ease. Such a “living laboratory” approach can be challenging within a primarily online setting but we have found ways and means to do such deep transforming work!





The programme will include practice fields to enable you to learn how to teach Still Moving leadership, and [you will be working with a live application case throughout the programme](#). In-depth peer group supervision will be woven throughout.

Critically, the programme pathway takes you through the Still Moving Emergent Change Cycle – see page 9. This reflects our desire for the group to be set up as a “temporary institution” going through its own change.

The Change Cycle has been created based on our in-field experience of what it takes to implement change across whole systems in dynamic and uncertain contexts.

While the programme assumes that you will be familiar with Still Moving approach and concepts, either through reading our [books](#) or working with our material in practice, there will also be [elements of faculty teaching throughout the programme](#).

[The overall emphasis is on building community](#), and a spirit of peer-to-peer learning. Still Moving faculty will be the “firm yet gentle” hosts.





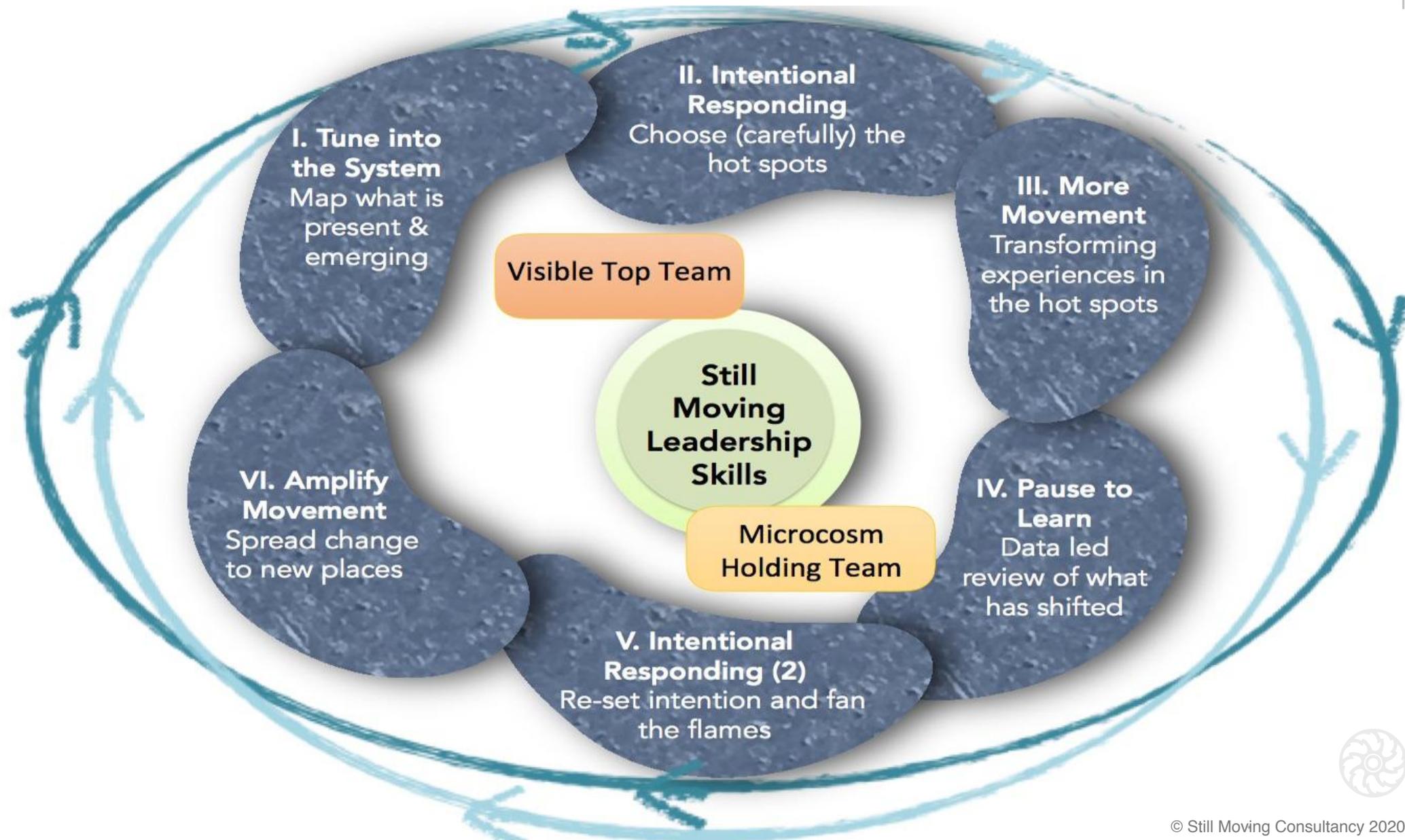
“

The Programme has shifted how I facilitate quite significantly. It has given me some handrails and techniques to hold on to, which have given me the confidence to just be me and dare to show vulnerability as I know that they will work

”

*previous participant*





The CPP journey takes you round the Still Moving Emergent Change Cycle – leading to tangible application and sustained impact

# What is the programme journey?

## A live walk through the Still Moving Emergent Change Cycle

The journey begins with a connecting conversation to understand what we offer and what you might need that will comprise both a written application and an interview with one of the Still Moving faculty. In particular, we wish to hear and understand your motivation for attending the programme and the resulting impact you wish to see.

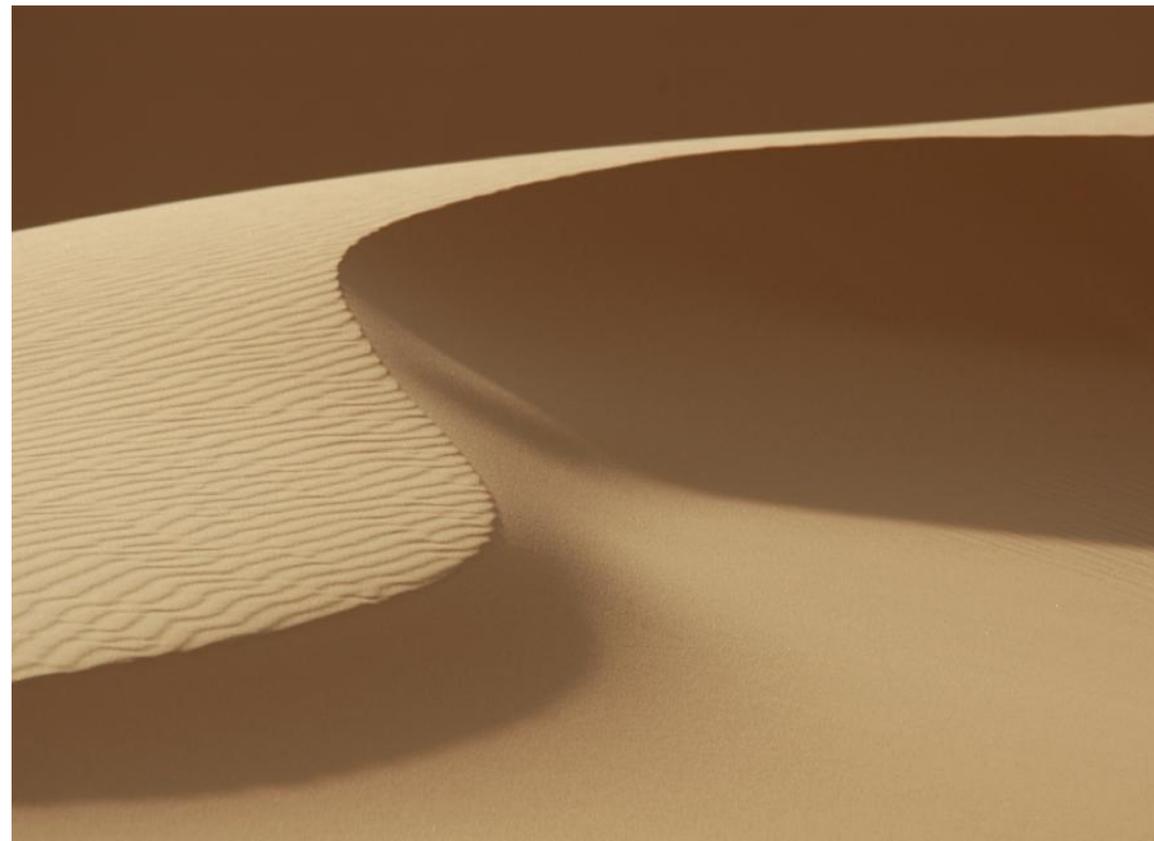
If accepted on to the programme, there will be some self-study before an [online kick-off module](#) to begin to form the learning community and provide a briefing for the journey ahead, which will next include preparing your live change case for the programme.

There will then follow [two face to face retreats of 2-days](#), and [coaching and peer group work in between](#), all taking the group [in-depth through the Still Moving Change Cycle](#) – Tuning Into the System, Intentional Responding, Pausing to learn and more Movement

[Attending peer groups](#) is a mandatory requirement for becoming certified as a Still Moving Change Practitioner.

In these smaller study groups you will bring your in-field experience of applying your learning and we will use the study group as a live in-the-moment 'fractal' of the system in which you are seeking change impact.

This will be challenging and stretching work to build capability of seeing self in systems in a way that changes patterns.





It's in the field that I've seen real benefits in using Still Moving change frameworks; they're grounded, practical, understandable and lead to results.

I'm amazed by the fact that some good thoughts and approach combined with a few smart interventions can really turn around a large organisation



Previous participants

The first face to face retreat will serve as a deep immersive experience in the Still Moving inner capacities, the potent *inner state* of a practitioner as a window into the *external system* you are working within. The two days will be a live practice field for whole system dynamics and group intervention" – tuning into the system and intentional responding.

After this first face to face retreat, you will be expected to conduct a Change Vitality Indicator (CVI).

This is a Still Moving tool designed to appraise current level of change capability – you will choose later in the programme whether to work with this personal CVI tool with a client(s) (if for example you are coaching a key change leader) or the organisational OCVI tool (if you are working with a whole unit going through change).

At the second 2-day face to face retreat you will be expected to bring evidence of your in-field learning and change impact. you will have space at this close out module to demonstrate this live with the group. This module will take you through the next step of the Still Moving Change Cycle - Pause to Learn. From this we expect you to go out and create more movement in your system, scaling the impact.

You will finally be asked to provide a written/filmed accreditation submission.



## 2023 Still Moving Change Practitioner Programme *Sharpen practice, create movement, sustain change!*

Apr / May	June 15 <sup>th</sup> 10-12 am*	July 3 <sup>rd</sup> 4 pm – July 5 <sup>th</sup> 4 pm *			November 6 <sup>th</sup> 4 pm November 8 <sup>th</sup> 4 pm*	December 2023
<p><b><u>Pre-work</u></b></p> <p>Read the Still Moing book &amp; Field Guide</p> <p>View the Change Vitality films</p>	<p><b><u>Online Kick Off</u></b></p> <p>Group come together, briefing, peer groups, share your “application letter” &amp; journey to here, what’s emerging as system</p>	<p><b><u>F2F Retreat</u></b></p> <p>Living laboratory (co-created), Intentional Responding choose the hot spots and plan intervention Work in large groups to practice your system intervention skill e.g. constellations</p>	<p><b><u>Your Change Vitality</u></b></p> <p>Sharpen your understanding of the Change Vitality framework through the completion of a self assessment Change Vitality Indicator</p>	<p><b><u>Change Vitality Indicator (opt.)</u></b></p> <p>Post module organise to conduct an OCVI or a CVI within a client system (working alongside another member of the learning community)</p>	<p><b><u>F2F Retreat</u></b></p> <p>Living laboratory (co-created), Acknowledging the whole but to include Practice and application and sensing into the <u>Impact</u>; Data-led review of what has shifted (self, system, where next)</p>	<p><b><u>Consolidation, integration</u></b></p> <p>Pause to Learn - <u>Impact</u> Data-led review of what has shifted (self, system, where next)</p>
<p>My journey to here: change and systems and how do I choose to show myself? Create short film</p>	<p>Create your learning goals</p>	<p>Peer Group supervision - consolidation</p>	<p><b><u>Peer Group (1)</u></b></p> <p>An online meeting in your peer group of 3 hrs – to notice self in system and vice versa</p>	<p><b><u>Peer Group (2)</u></b></p> <p>An online meeting in your peer group of 3 hrs – to notice self in system and vice versa</p>	<p>Peer Group supervision - consolidation</p>	<p>Post module impact evidence (e.g. film, &lt;5000-word essay) Post module learning implementation</p>
	<p>Prepare your change case and find a beneficiary/sponsor – 4 levels of work as a frame here – build a “client” contract</p>		<p><b><u>1:1 Coaching</u></b></p> <p>An online session as and when needed</p>	<p><b><u>1:1 Coaching</u></b></p> <p>An online session as and when needed</p>		

\* Please note: All CET times

# The Change Practitioner Programme (CPP)

## Outcomes

You will leave this programme able to use Still Moving concepts and materials in your work with your clients and those you advise.

More than the tools and frameworks, we also expect you to leave tangibly deepened in your personal presence as a change practitioner.

If you have attended all modules and supervision (which of course, bar an extraordinary event, we are expecting you will!) and produced tangible evidence of in-field application and impact, you will be able to call yourself a Still Moving certified practitioner.

You will become a member of a rich vibrant network of past programme practitioners who regularly meet to exchange stories of application, provide mental stimulation and emotional support, and continue to sharpen practice skills.

## Still Moving Faculty

The main CPP faculty team will be [Deborah Rowland](#), [Michael Thorley](#) and [Nicole Brauckmann](#) from Still Moving.

## Fees (\*)

Corporate funded rate €6500/£5900

Private individual funded fee €4900/£4500

## Fees pay for:

2 hours online kick off - 15th June 1000 - 1200 CET

F2F Module 1: 3 July 1600 - 5 July 1600 CET

F2F Module 2 : 6 November 1600 - 8 November 1600 CET

x2 Peer groups and x2 121 Coaching sessions

A personal CVI (self-assessment or 360 degree) plus client CVI/OCVI;

Access to on-line learning and change material;

Cost of any materials (e.g. Still Moving books);

(\*) all above fees are exclusive of VAT that will be charged if necessary

(\*\*) retreat meeting room facilities and lunch/refreshments through the day are included; cost of accommodation, breakfast and evening meals excluded



“

A thousand thanks for a fun,  
challenging, meaningful time together.  
It was truly a 'before and after'  
experience.

I am feeling very nourished from our  
time together and reflective of what is  
to become.

I'm energised for the journey that  
seems to be just starting.

”



# TALES FROM THE FIELD

Previous participants share their journeys  
of learning, application and impact

## Shiana Tea

Searching for the application of systemic work in organizations, a friend recommended me the Still Moving book. The approach to leadership and change resonated deeply with me and I had the opportunity to attend the CPP in November 2019. As a leader I have participated on many leadership trainings and bootcamps, nothing as transformative as this experience.

The CPP is an invitation to pause, to pay attention and notice what is happening in our organization, with our teams, in our extended community and most important, within ourselves, before we intentionally choose our next step. Starting with the application of the Inner Capacities at work, without telling anybody, I received positive feedback of team members appreciating some of the qualities that were helping them or making their day – from “thank you for really listening to me” to “you have made an impact in my work and leadership style.” Personally, practicing the Inner Capacities has made me appreciate everything and everyone, as all contributes to the whole in a way.

This year’s journey has been very interesting, our engineering team has gone through several organizational changes and so our company. Using the External Practices has facilitated communication among team members, sometimes bringing discomfort which at the end leads to good conversations. We shared the Still Moving principles with team members and measured the immediate positive impact; team members mentioned how that has kept them going during this challenging time. I’m grateful to be part of the Practitioners Community as it has been of invaluable support on my journey.



## Richard Bateman

I enrolled on Still Moving's inaugural Change Practitioner Programme in 2018. At the time I was working for Rolls-Royce in an OD role. For me, the CPP process has proven to be an experience of profound continuous personal learning, improvement and growth, and its impact has been multi-layered and enduring.

My initial steps felt awkward and counter intuitive as I wrestled with how to practically apply the concepts and approach to a business setting. However, with practice, support and perseverance I have been able to hone my change practice to a point where I can help leaders and their teams address their transformation efforts at a deeper, more sustainable level.

Early efforts included integrating Still Moving's Inner Capacities and External Practices into leadership events and workshops.

Techniques to encourage presence, non-judgement and active listening enabled these leaders to acknowledge the critical fundamentals of 'being before doing' and 'movement versus action'. More recently, I have begun to explore how I can apply the Still Moving approach more holistically. Now, as an independent change consultant, I have helped clients to address their change needs more systemically. Through coaching and facilitation, I help them to recognise and access the personal and organizational vitality they need to move with purpose and intent towards the change they wish to see. In doing this, I am noticing how these leaders focus more on the emergent and human nature of the change they are leading, rather than viewing that change simply as a set of programmatic tasks.

As I look ahead, I am seeking to further sharpen my change support to leaders and their organisations, acknowledging all the while that we are all an emergent work in progress.



## Joey-David Ovey

I came to Still Moving after seeing a post on LinkedIn, being attracted by the seeming contradiction of the two words “still” and “moving”. I was familiar with and had been using systemic frameworks for a long time in my independent practice as an OD consultant and leadership coach, but felt I was missing a link that would help my clients dive deep with purpose to create real movement in their change efforts.

I’ve been seeing real benefits in implementing Still Moving frameworks into my OD and coaching practice; they’re grounded, practical, understandable and lead to results.

What really makes sense is the way the frameworks underline and bring to life the interconnectedness between inner capacities and external practices in change.

As a practitioner, “being before doing” leads me back to my own inner state in change work and lets me explore how I am going about my work; “make disturbance your friend” has empowered me to make better use of the liminality the consultant finds themselves in; whereas “action vs. movement” and “now is the time for emergence” challenge me to take a step back and question deeply the real worth of any intervention I might suggest.

In sum, I’ve been able to sharpen my perception in client systems, tune in better to create movement and thus contribute to sustainable change.



# The Change Practitioner Programme (CPP)

## Information and Application

If you're curious about this programme, please contact  
Katie Jones at [katie@still-moving.com](mailto:katie@still-moving.com)

Katie can then put you in contact with a Still Moving faculty member for a more in-depth conversation about the programme.

If you then wish to commit to the programme, we will send you the application instructions and set a date for a more formal interview with us.

If we all wish to proceed (!) we will then charge a €500 non-refundable deposit to activate the Preparation Stage of your experience.

**We'd love to hear from you!**

### Cancellation policy

If a cancellation is made between 2-4 weeks of the online kick-off module, 50% of the programme fee will be charged.

If a cancellation is made within 2 weeks of the online kick-off module, 100% of the programme fee will be charged.

Dependent on venue cancellation policy, there might also be an accommodation late cancellation charge.



The way you all  
generously shared your  
thoughts,  
emotions, and attention,  
gently led, but also given,  
by the faculty, still linger  
in me.



*previous participant*





**THE STILL MOVING CHANGE PRACTITIONER PROGRAMME (CPP)**