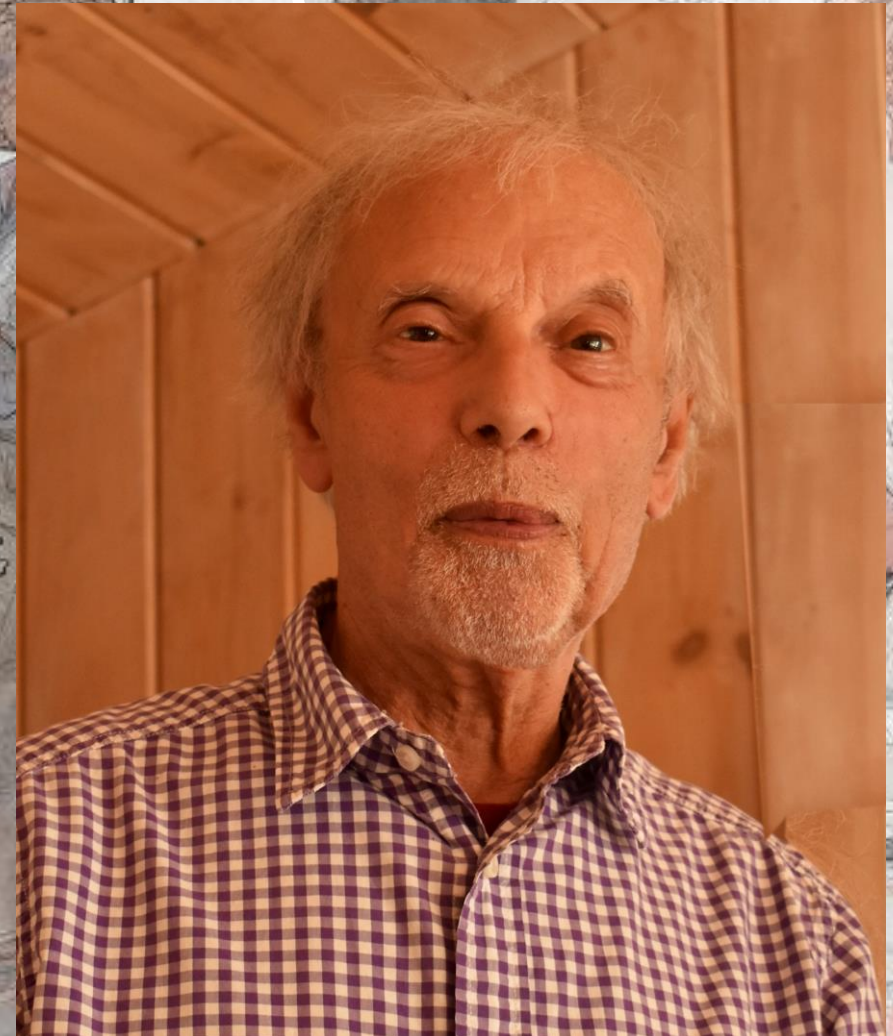




Celebration

20 Years IDM Otto Laske

17 september 2020



Welcome

Jan De Visch

15 Testimonials

- Constructive Development Framework (CDF)
- Social-emotional development
- Dialectical Thinking Framework
- Process Consultation

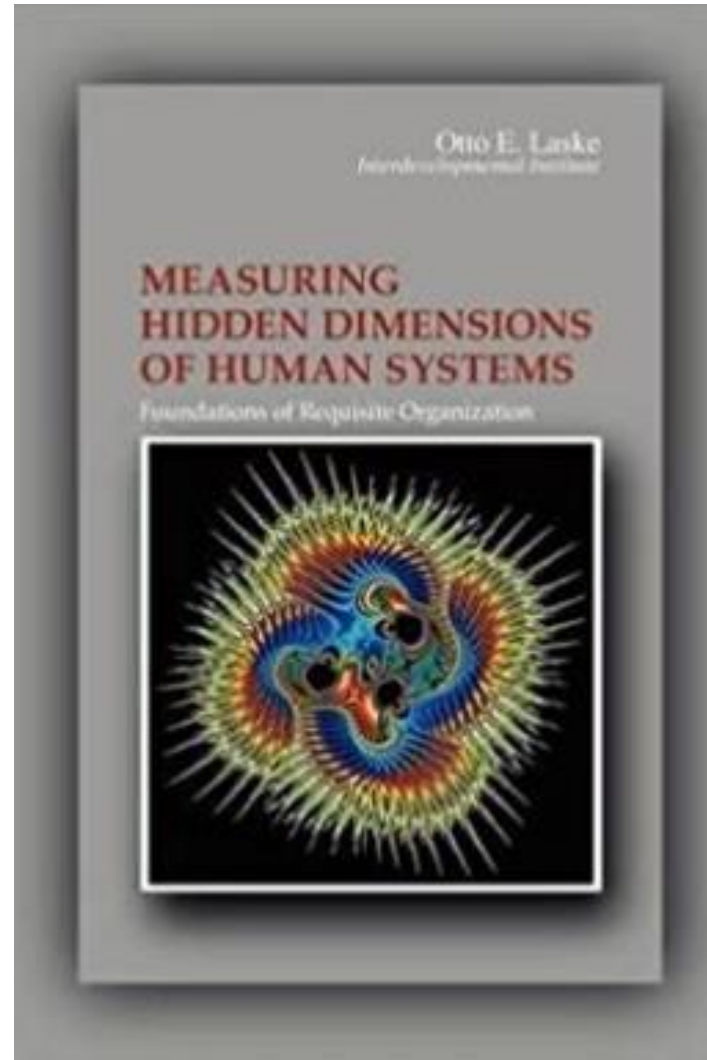
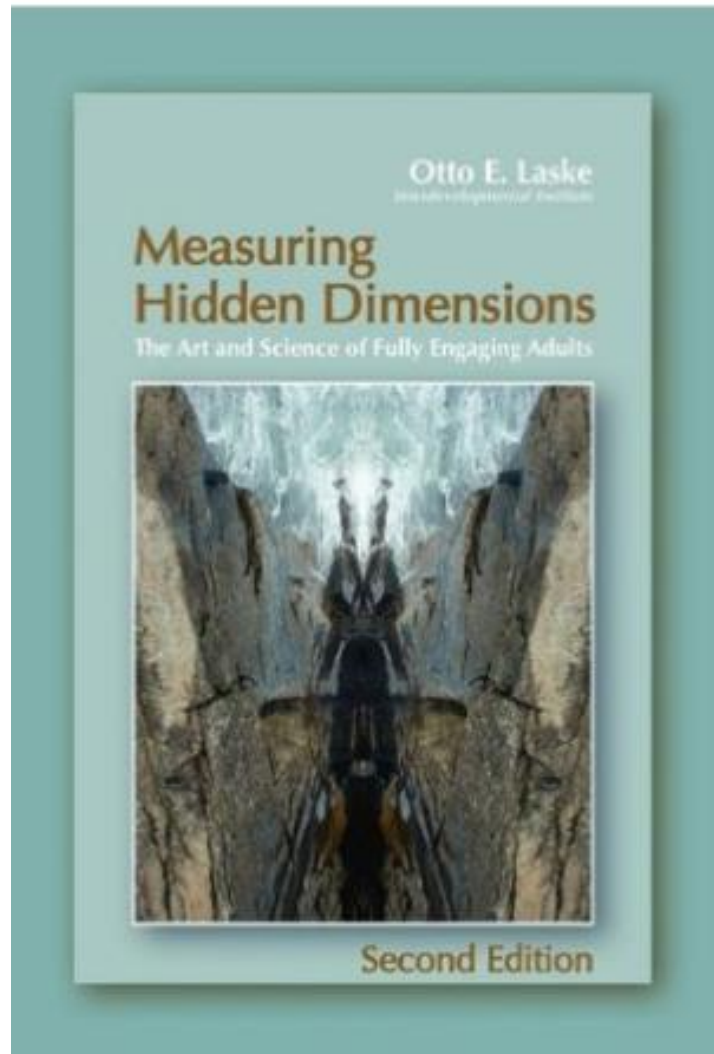
Future of CDF





CDF in a nutshell

One's perspective taking is influenced by three dimensions in one's experience of reality



Constructive Development Framework

Resources:
<https://interdevelopmentals.org>

"CDF is based on the constructivist paradigm followed by research in adult development over the life span since Piaget. The paradigm says that coaches and their clients alike construct reality according to their present developmental level. As a consequence, human behaviour appears as an epiphenomenon of the presently held developmental level. Doing follows being."

Philips, Nad -

Founder of NP consultant, International consultant with Cegos and best-selling author

- France

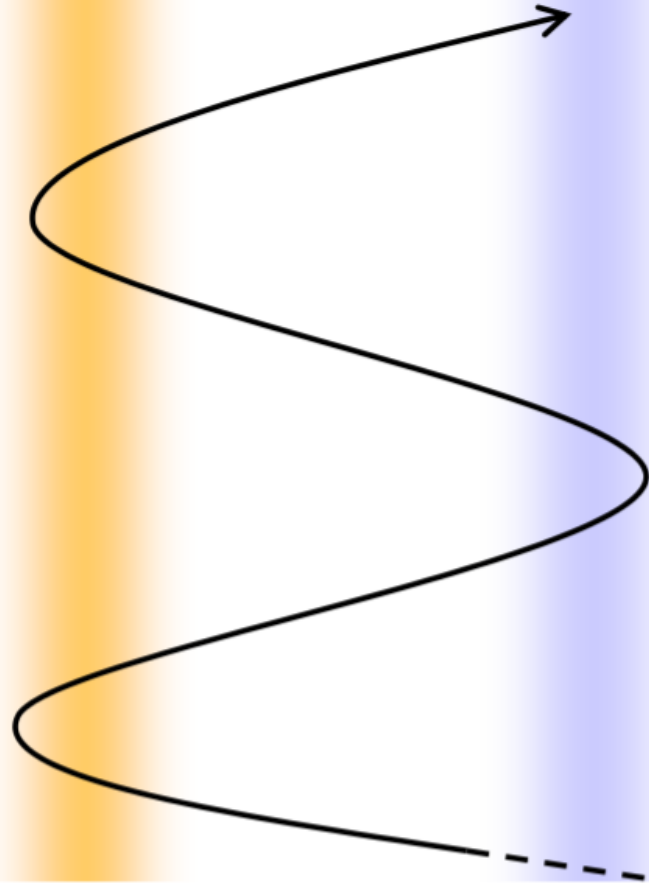


"Once we distinguish between social-emotional and cognitive development - and separate these from psychological issues, we move a step closer toward understanding how human experiences of the real world come about"
DTMF, p. 38

von
Leoprechting,
Rainer -
Founder, Pro-
action Europe,
Co-Founder
EPUmatch,
Partner, Fraendi
- Austria

Focus on
SELF

Focus on
OTHERS



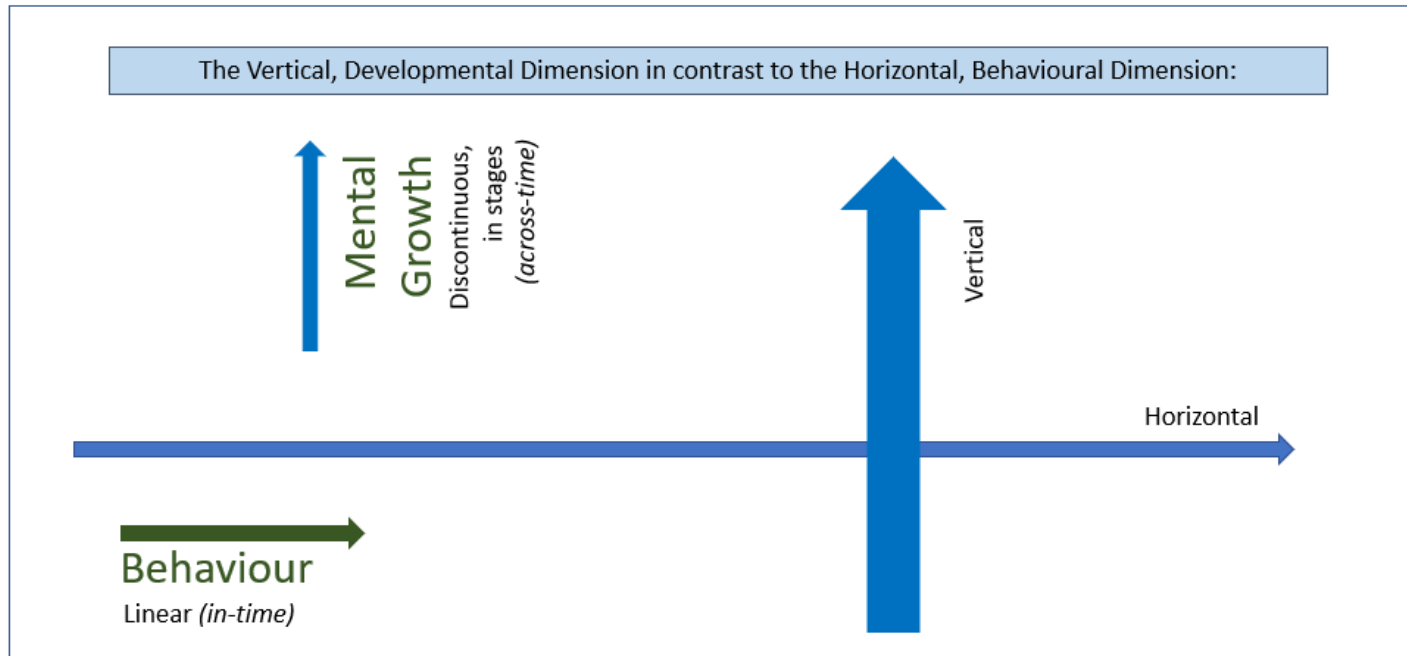
Social-
emotional
development

"When looking at human change in time, much remains hidden that becomes visible only when focusing on change across time. Patterns, such as stages, are across-time patterns. To make such patterns visible requires a vertical approach, both in eliciting data and in using it in interventions."
MHD1

Shaker, Mustafa -

Master Coach at Shaker Sdn Bhd

- Malaysia



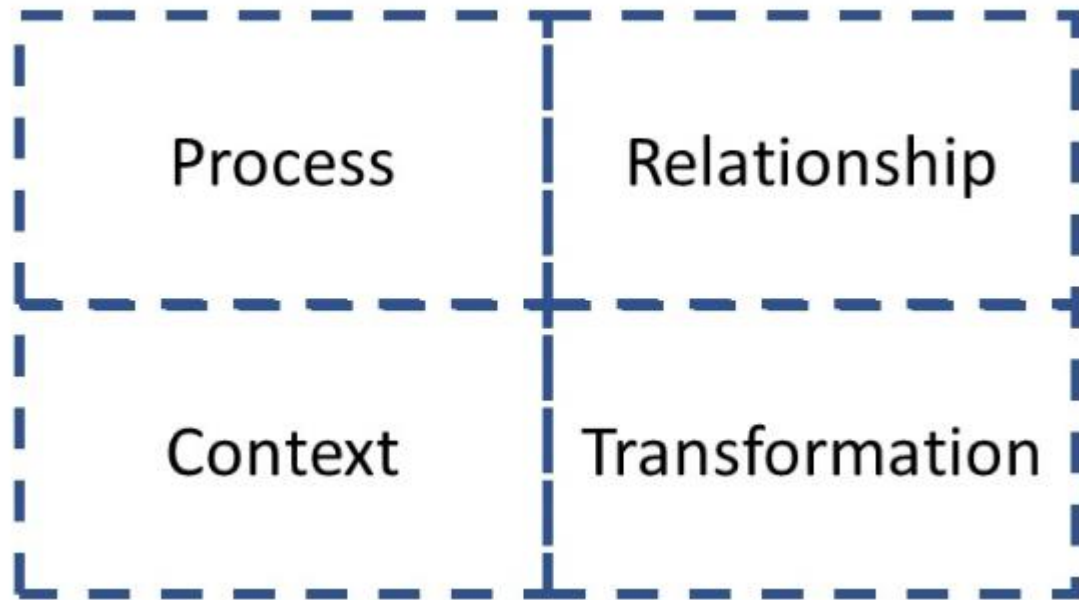
"As shown, client behaviours are typically assessed from an *in-time*, linear perspective, the notion being that behaviour changes through learning. Learning is a linear process that can be captured in time. By contrast, clients' mental growth, since it follows stages, is discontinuous in nature, and is different from mere learning.

Rather, it both enables learning to occur - or obstructs learning."


- Otto Laske (2011) *Measuring Hidden Dimensions: The Art and Science of Fully Engaging Adults*)

"The client's Center of Gravity (stage) determines how the consultant is seen in and through the relationship; simultaneously, how the client is heard and interpreted depends on the consultant's own developmental stage." MHD1, p. 15

Snow, Alan -
Executive Coach
at Daisley Snow
Pty Ltd: The
Constant Coach -
M.Appl.Sc
(Psychology of
Coaching)
- Australia



Dialectical
Thinking
Framework



Teaching thinking in Thought
Forms by giving concrete thinking
challenges:

“What is missing in your view?”

Personal coaching session with Otto on
February 22nd, 2017

de Groot, Gertjan -

Researcher Boundary Spanners in Action
and lecturer Master Urban Management
at Amsterdam University of Applied
Science

- The Netherlands

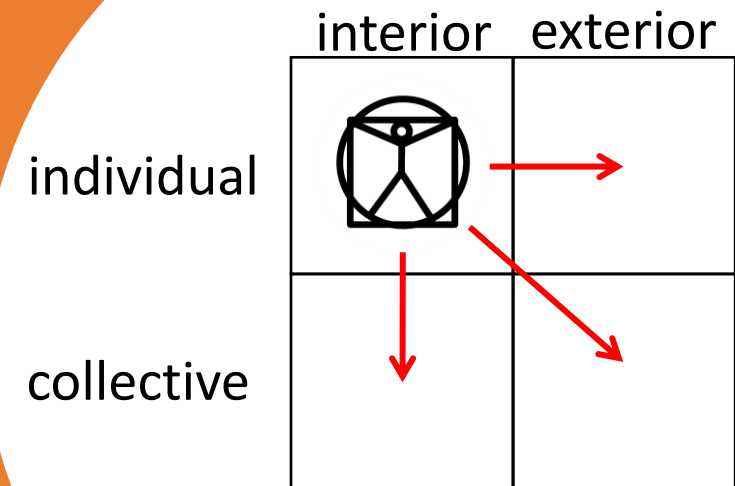
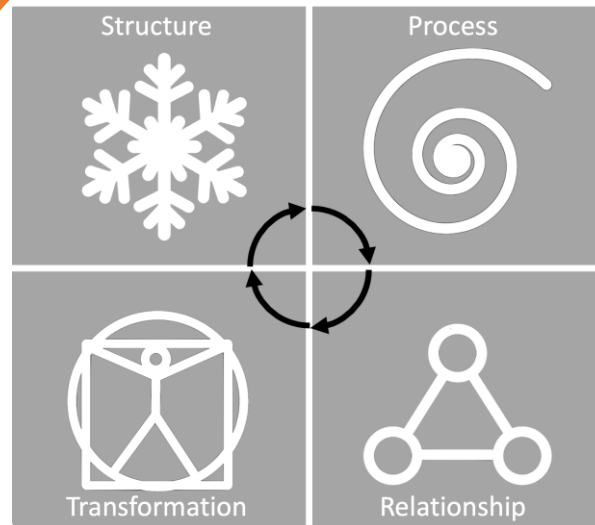
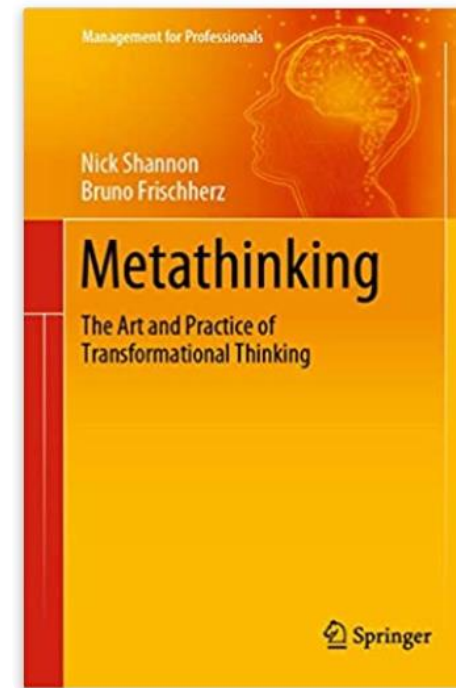


"Thinking is realistic to
the extent that it is
dialectical"

MHD vol2 p 180

Shannon, Nick

Director at
Management
Psychology Ltd - UK





"I call "actual" all that is in people's minds as "real" without further dialectical inquiry, a surface structure predominantly rooted in contextual thought forms. Paradoxically, in this contextual mode of thinking, factual being determines knowing, although it is itself the product of a formal logical thinking process. Disavowal of this process is upheld by a spectator view of knowledge whose pieces are moved around one's mental space like pieces of furniture."
MHD v2 p. 185

Vurdelja, Iva

-

Leadership Coach and Organizational
Change Strategist at Requisite
Development, Adjunct Faculty Graduate
School of Management at Marquette
University

- US



"Everything is dialectics"

Anwandter, Paul -
CEO, Impact SA -
Chile



“Endurance is the ability to invest continuous effort, be aware when the need comes, and why-reflect.”

Merizalde, Bernardo -
Assistant Clinical Professor -
Thomas Jefferson University
Hospitals
- US

"Epistemic Positions are.... stages of reflective judgment which afford an individual different views of the nature of knowledge and truth".

IDM Gateway 2009

"The Epistemic Position reflects the social-emotional position in the cognitive domain and is thus a mediator between ED and CD".

IDM Gateway 2009

"Developmental listening is the ability to....
"focus on the client's language for the sake of gauging his or her present frame of reference".

Cartmel, Brendan -
Doctoral Researcher at
Swinburne University of
Technology
-Australia

A Model of Developmental Coaching

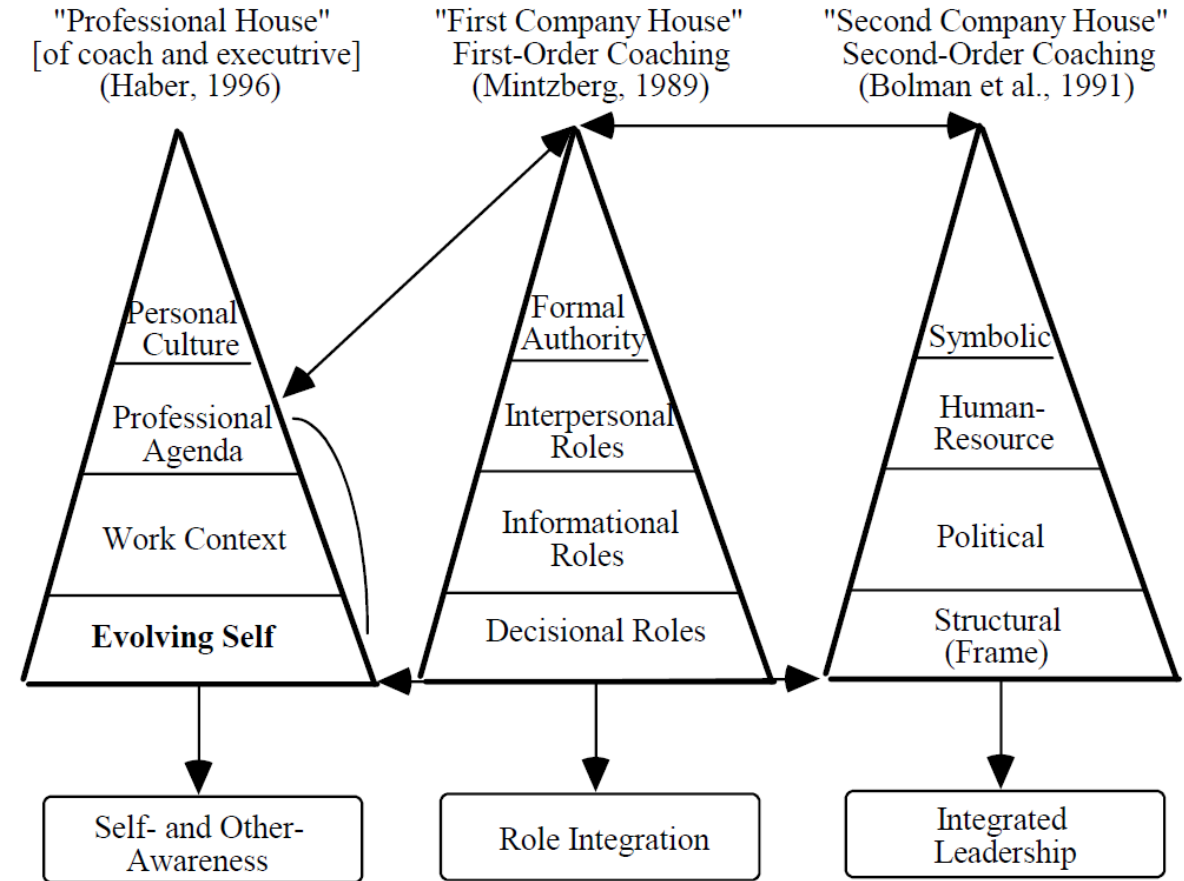
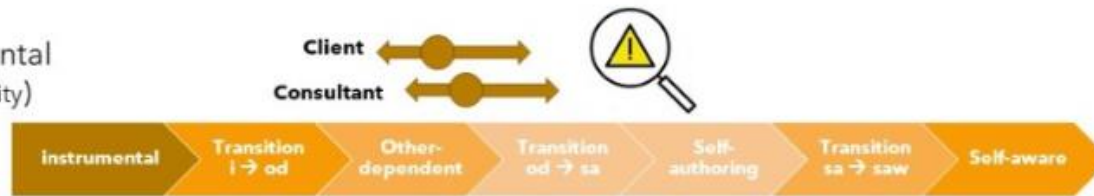
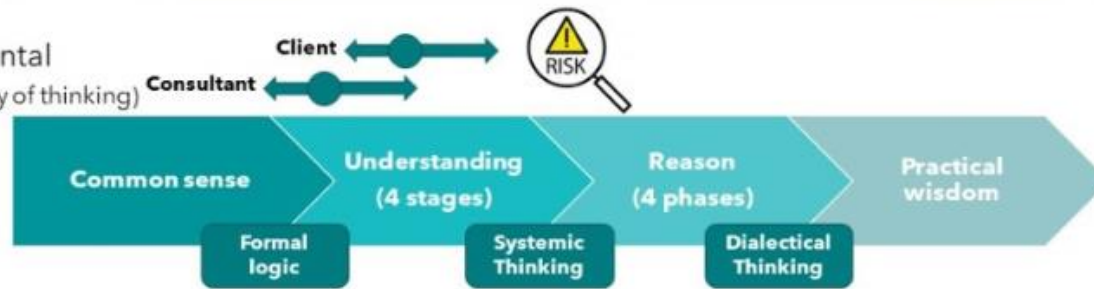


Figure 1. The mental space of coaching activity.


Developmental
Stage (maturity)



Developmental
Phase (fluidity of thinking)



Process Consultation



"There is a direct connection between how we think and the way we act. Language does not simply describe reality but creates reality before our very ears."

Ste-Marie, Lorraine -

Associate Professor in the Providence School of Transformative Leadership and Spirituality in the Faculties of Human Sciences and Philosophy at Saint Paul University

- Canada





"The nature of
mind is dialogical"

Possert,
Bernhard -
Owner Possert
KG , Partner
Evolusix
- Austria

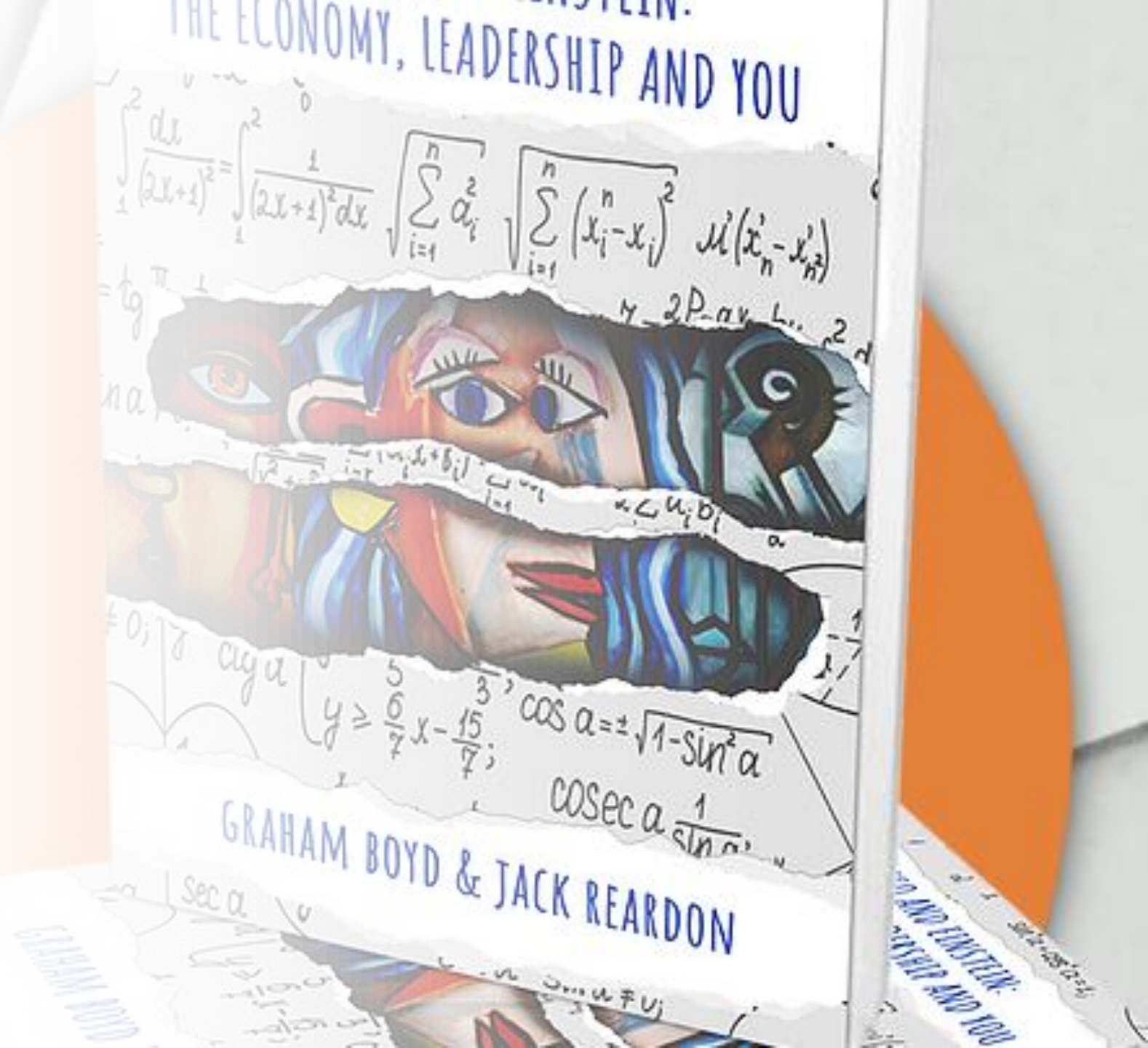
"The fundamental question of developmental listening is:
how clients' wishes are generated based on their frame of reference.
The wishes transmitted are only CONTENT and cannot serve as a guide
for the understanding of the clients, except very superficially.
What is required is to understand the meaning generator that prompts
clients to their desires."


Alvarez, Daniel

Founder of Instituto Ben Pensante - International Coaching Community Trainer - Spain

"You cannot
coach someone
more developed
than you are."

Boyd, Graham -
Founder EvoluteSix -
UK & Belgium





"Absence, ... what is missing,
hidden, distorted, ailing,
breaking down, and dying
is not taken into account as
an integral part of the real
world."

From: Action Logic as Logic of Absence.

De Visch, Jan -

Managing Director Connect & Transform /
Exec. Prof. Flanders Business School (By
Catholic University Leuven)

- Belgium





What's the
future of
CDF?

<https://interdevelopmentals.org>



Thank you