

Kinnogene Offerings

Today there are two core service offers:

1. Unleashing creative potential, and harness collective knowledge and wisdom

We use action oriented Facilitative/Reflective Interventions as part of comprehensive and custom change and Leadership journeys.

We do this by

- designing and facilitating participatory and creative dialogue processes
- that lead to commitment through
- creating multi-stakeholder sharing and awareness broadening, and insight and consensus generation.

Our general approach is based upon the power and creativity of the participatory paradigms and dynamics of the Facilitative approach – the use of dialogue processes and frameworks to bring about learning and transformational change in people.

Our practice always custom fits ‘the optimum approach’ to move clients forward

- crafting creative change solutions that utilize both unique ideas and those synthesized from proven approaches to
- dynamic flows (types of thinking required),
- structures (how the various dynamics are hooked together) and
- processes (the specific technique and tools - or the means to achieve a dynamic).

The core of our synthesis approach is based our experiences and creativity in using the types of thinking and methods embodied in impactful, effective and empowering Facilitation/Reflective practices.

2. Increase Capacity to Change

We work with organizations in developing competences, processes and tools to enable them to take charge themselves of change journeys.

We create customized Action Learning & Coaching Projects which are highly **effective Executive and High Potential Performer development solutions**

We create development programs for **Learning and Development**

Trainers and Facilitators of the organization to grow and develop their people's thinking, creativity, participatory processes usage and openness to leveraging off diversity – the practicalities of embracing an inclusive 'AND' rather than an excluding 'OR' orientation.

In these we address the three poles or modalities required to positively impact the transformation potential of Leadership journeys- the Hands (Doing - processes and techniques), Head (Knowing – models, frameworks and theories) and Heart (Stances – the being aspect, intentionalities that define a Leader's (or the Leadership) persona or interior space).

These Development Journeys are highly flexible – ranging from unique custom designed programs through to formally Accredited (Australian Qualifications Framework) Graduate Diploma's at post-Graduate level in Facilitative Leadership.