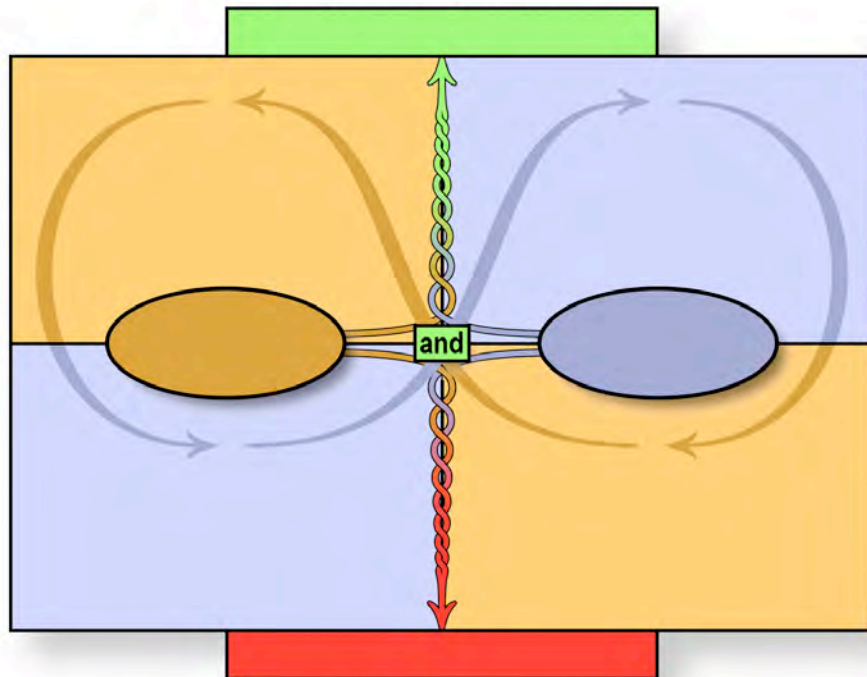


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# *Polarity Management*<sup>®</sup>

## **A Breakthrough Approach to Chronic, Unsolvable Problems**



Polarity Map™ © 1992, 2008 Polarity Management Associates LLC

Polarity Management Associates

*Consultant Development Intensive*

October 5-6 and November 18-19, 2010

Chicago, Illinois

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## *Use Polarity Management® to Gain and Maintain High Performance*

*The research is clear: leaders and organizations that manage polarities well outperform those that don't - both in the short term and the long term. Polarities go by a variety of names: paradoxes, dilemmas, contention, interdependent opposites, or wicked problems. High performance leaders and organizations have developed a tacit wisdom about managing polarities even if they have never heard the name. Their experience and intuition has led to a natural ability, as F. Scott Fitzgerald said, to "... hold two opposed ideas in mind at the same time, and still retain the ability to function."*

*What is needed is a way to make this tacit wisdom explicit, so leaders and organizations can be strategic and tactical about tapping the power of interdependent pairs.*

*When this is done well the inherent tension between the poles is converted into a creative synergy or synthesis, called virtuous circles. The opposite poles reinforce each other in a positive way. When leaders mistakenly see a polarity to manage as a problem to solve, the tension between the poles is converted into destructive synergy called vicious circles. The opposite poles reinforce each other in a negative way. Polarity Management® helps leaders and organizations prevent vicious circles and create virtuous circles.*

### *Advantages of the Consultant Development Intensive*

The Polarity Management® CDI is intended to begin the process of developing skills in training and using the Polarity/Paradox Map™ and the Polarity Management® principles as a resource.

When someone completes the 4 day process, which includes 2 months of application with a client system between the 2<sup>nd</sup> and 3<sup>rd</sup> day, he or she will have a solid understanding of the basics of Polarity Management®.

#### **These basics will include:**

1. An increased ability to identify and help others identify underlying polarities within issues that are important to your organization.
2. An increased ability to facilitate negotiations between opposed groups by helping them identify and address one or more key polarities within their struggle.
3. An increased ability to see and interpret individual and organizational development efforts in the context of one or more Polarity Maps™.
4. An increased ability to explain the basics of Polarity Management® to people unfamiliar with the concept.
5. Have a beginning understanding of how Polarity Management® relates to diversity, change, complexity, leadership, team building, acquisitions, conflict, and other key elements of organizational and personal life.

The CDI is not a licensing process through which someone is "certified" to consult or train with Polarity Management®. It must be understood that effectively training and consulting with Polarity Management® is a skill acquired over time with practice and coaching support from someone who has developed those skills.

Clearly, a seasoned consultant or trainer will need less time and support than a less experienced person. We recommend that graduates from the CDI create opportunities to co-train or co-consult with a seasoned Polarity Management® consultant or trainer after completing the CDI. This “apprenticeship” is a great opportunity to hone your skills while providing quality training and/or consultation to your clients.

We strongly urge this apprentice model which is required for anyone who would like to be referred as a Polarity Management® resource by Polarity Management Associates.

### *Faculty of the Consultant Development Intensive*

**Barry Johnson** is President of Polarity Management Associates and founder of five other organizations. He has 30 years of experience as an organizational development consultant. 33 years ago the first Polarity Map™ evolved out of his work as a Gestalt therapist. The map and application principles have continually evolved since then. He is author of the book, Polarity Management®: Identifying and Managing Unsolvable Problems. He is a gifted, warm hearted teacher and presenter and helps people throughout the world use Polarity Management® to address dilemmas and transform their lives.

**Chandra G. Irvin**, M.Ed., is president of Irvin, Goforth & Irvin, LLC, a consulting firm dedicated to helping individuals and organizations achieve their preferred future. Employing the GOFORTH Principles and Polarity Management®, she helps individuals and organizations pinpoint and “Capitalize” on tensions in relationships and change processes so they can achieve their goals. Throughout the United States and Internationally Chandra has utilized Polarity Management to help clients in various business sectors address issues of identity and inclusion, ambiguity and complexity, conflict, change, team alignment and personal alignment. Applications include assessments, strategic planning, training developing internal resources, mediation and coaching. Chandra is a graduate of the Polarity Management Mastery Program and frequently presents on this phenomenon. She is the co-author of Do You See What I See? A Diversity Tale for Retaining People of Color and the author of Finding PEACE in Life, Work and Love Listening to the Voice Within.

## Session Agenda and Logistics

**Tuition.....\$2,000.00**

Please register by September 8, 2010

Cost includes tuition and all materials.

**Materials** include a workbook containing exercises, guidelines, and handouts for teaching the basics of Polarity Management®; and access to the web-based Polarity Management® program.

**Location:** The program will be held at the Days Inn Chicago, 644 W Diversey Parkway, Chicago, IL 60614 (773) 525-7010

**Suggested Lodging:** We have set aside rooms with the Days Inn Chicago, 644 W Diversey Parkway, Chicago, IL 60614 (773) 525-7010. Please make your reservations prior to September 8, 2010 in order to secure the Polarity Management® group rate.

**Pre-work:** All participants are asked to complete the 'Foundations In Polarity Management® Course: One day course available March 10, 2010

### Session One October 5-6, 2010

Participants will:

- *Learn the fundamentals*
- *Prepare to introduce Polarity Management®*
- *Prepare consulting/training intervention*

### Application and Experimentation

In between sessions, participants will:

- *Make one or more presentations at work*
- *Consult/intervene around one or more work issues*
- *Have one half hour telephone coaching session with Barry*

### Session Two November 18-19, 2010

Participants will:

- *Consolidate learning from interim presentations and consultations*
- *Deepen skills and understanding*

**Post-work:** Possible collaboration with Barry or other experienced Polarity Management Associates to support your ongoing development and bring value to your clients.

### Graduate Access:

On completion of the CDI, participant will have purchase access to Barry's PowerPoint 500-slide library used for training and consulting with Polarity Management®.

**Class size is limited** to allow a rich variety of experience and concentrated attention on the individual needs of each participant.

#### SESSION AGENDA

8:00 am	Gathering
8:30 am	Session
Noon	Lunch
1:30 pm	Session
5:00 pm	End of Day

## REGISTRATION

You can email our Polarity Management Office Manager, Shalom Bruhn at: [Shalom@polaritymanagement.com](mailto:Shalom@polaritymanagement.com) with the following information which you can copy and paste into the body of your email

(\* = must have for registration):

Name\*:

Email Address\*:

Title/Position:

Organization:

Address:

Phone Number\*:

Registrant for Chicago CDI – Fall 2010

We will then send you a PayPal link and will place you on our roster.

**Alternately**, you can MAIL this form with check payable to:

**Polarity Management Associates**; 1496 Manitou Lane, Middleville, Michigan; 49333

### **Consultant Development Intensive: Chicago, Fall 2010**

First Name\*:

Last Name\*:

Title/Position:

Organization:

Address:

City:

State:

Zip:

Phone\*:

Email\*:

**For alternate payment plans or other registration questions:**

Contact Dana Wilcox at 269-205-4263, or [Dana@polaritymanagement.com](mailto:Dana@polaritymanagement.com)