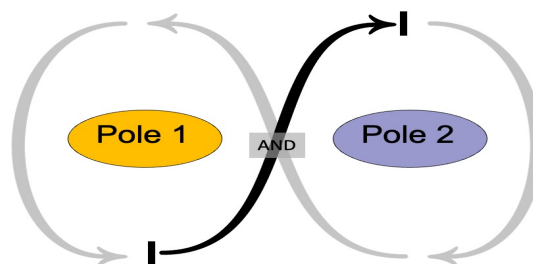


# The Polarity Approach to Continuity and Transformation (PACT™) Process Certification

## Introduction



Imagine you have the opportunity to champion a transformative change in your organisation. Resources are not a problem; leaders are supportive of the change and you have a great team to work with. You scout for the most reputable consultant to facilitate the change using a recognised model. But alas, when it comes to implementation, you are on your own. Everyone goes back to “doing things the way they have always been done”. You watch helplessly as your “must do” project joins hundreds of others in the organisation’s ‘must do’ graveyard. You struggle to understand how others fail to recognise the brilliance of the ‘solution’ and the benefits it would bring to the organisation.

Not all issues are ‘problems’ to solve. Most ongoing chronic issues in individuals, teams and organisations are polarities to manage. They are unavoidable, unsolvable and are paradoxical in nature meaning they show up as interdependent pairs that need each other over time to maintain and gain performance. Seeing one without the other means you only know half the picture. Polarities are the hardest dilemmas we face. Attempting to address them with traditional problem-solving skills only makes things worse. For example, *Transformation* cannot exist without *Continuity*, *Decentralisation* cannot succeed without *Centralisation*, the *Self* can only exist in relation to *Others*, *Mergers* will fail if you do not see and leverage the two cultures involved, and so on. There is a significant advantage for those leaders, teams or organisations that can distinguish between a problem to solve and a polarity to manage and are effective with both.

Unlike solving a ‘Problem’ that has a ‘Solution’, Managing Polarities requires a different paradigm around leveraging through BOTH/AND (polarity) thinking, i.e.:

- the wisdom to see the whole picture and differentiate between a solvable problem and a polarity to manage



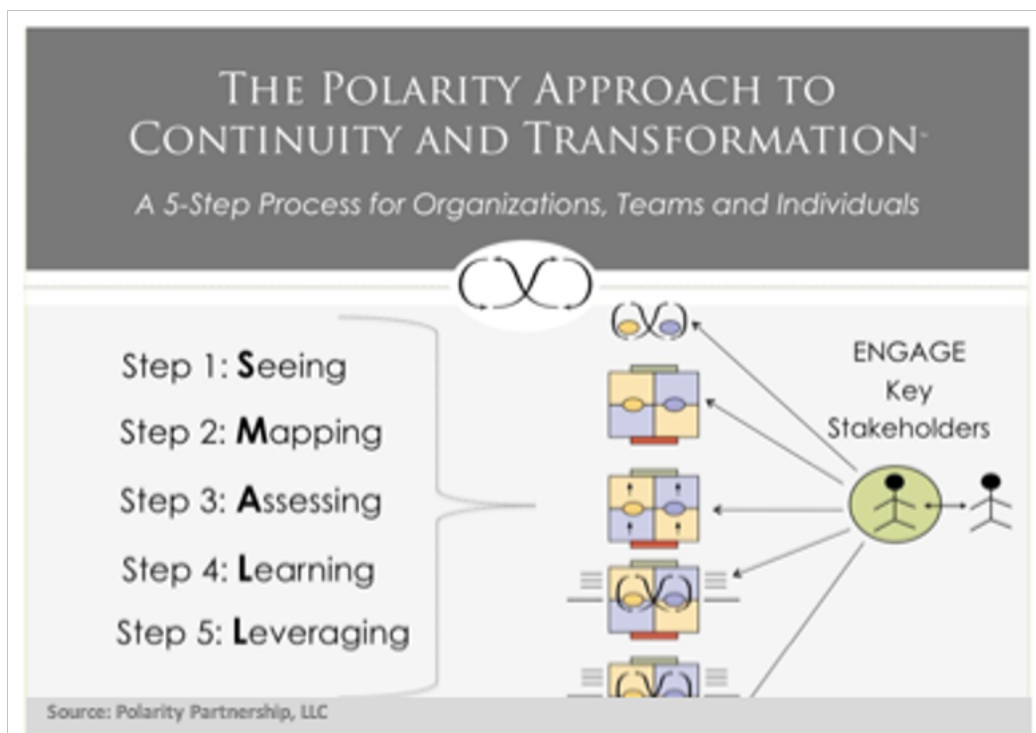
- the ability to recognise the inherent tensions between the two poles of a polarity, and
- the ability to leverage the energy between the poles.

The Polarity Approach to Continuity and Transformation (PACT™) Certification program has been designed to help build your competencies on how to discover and leverage your most strategic Polarities (AKA paradox, wicked problems/VUCA, chronic tensions, dilemmas, etc.) to become more innovative, agile, profitable and competitive immediately and over time.

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## The PACT™ Training Program

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PACT™ is a dynamic five-step Certification Program delivered by BSEA in partnership with Polarity Partnerships (USA) designed for leaders, coaches, consultants, managers, and individuals facing complex challenges in their organizations. PACT™

- Equips you to deal successfully with polarities - interdependent forces that create tension in complex situations. You will learn to see and manage complex and critical challenges that all leaders, teams, and organizational systems face.
- Helps you to See the whole, Map and Transform the energy contained in polarities
- Enables you to explore how polarities may help you to better understand the issues and opportunities you're facing right now, both those inside and outside your organization
- Helps you to think through the polarities that will provide the greatest leverage in achieving your desired results



You will be able to use Polarity Thinking™ concepts, practices and tools (including the Polarity Map® and the Polarity Assessment™) and gain experience managing polarities in your organization. PACT™ can be applied to all polarities.

## The Five Steps in PACT™

**Step One: SEEING:** This step is about seeing an individual, team or organization and their polarities more completely. It is also about exploring lost contact and resistances in the dilemmas.

**Step 2: MAPPING:** Building on Step 1, Mapping is about creating assessment ready Polarity Maps and a PACT Plan.

The next three steps of the process follow the initial work completed in Steps 1 and 2.

**Step 3: ASSESSING:** In this step, you learn how to engage all employees and other key stakeholders (if necessary) to assess how well you are currently managing your most critical identified dilemmas. You will learn how to access and use Polarity Partnership’s online assessment tool that gives real-time results. This reporting assures there is no lag time in your

assessment process, and results are immediately available.

**Step 4: LEARNING:** In this step, you learn how to understand and interpret the assessment results. You also inquire into what contributed to the results. These questions form the basis of the inquiry: 1) How do you understand the results? 2) What contributed to the results, whether negative or positive? 3) What you learn in this step supports the actions you take in the final step.

**Step 5: LEVERAGING** - In the last step, you identify what Action Steps you are already doing and could start doing to maximize the upside of each pole of a dilemma. Also, what would be “Early Warnings” that are measurable - early indicators that you are getting into the downside of one pole or the other.

## 2021 Programs (Details)

The Programs run as hybrids of **physical** and **virtual** learning on the following dates:

October 25 - 29, 2021, Mombasa	1000hrs – 1800hrs EAT
December 06 – 10, 2021, Nairobi	1000hrs– 1800hrs EAT

## Your investment...

Online PACT™ Foundations & Professional Applications Certification cost per person	US\$3,990 (excluding all taxes)
<i>In-house courses are available on request</i>	



## Who Should Attend

This course is designed for leaders, managers, consultants, and employees in private, public, religious or nonprofit-sector organizations who have an interest in managing complex and unsolvable issues to attain better results and minimize resistance.

## Course Benefits

With PACT™, you will become more effective in your delivery and in managing resistance as an individual, team or organization. The ability to see, map and leverage polarities helps you to minimize conflicts, resistance and polarization. PACT™ enables you to address big, complex issues without being overwhelmed and to increase the attainability, speed, and sustainability of your change movements.

The course will be taught as a hands-on workshop using interactive lectures, practical examples, case studies, shared participant experiences, and practice sessions. The learning goal of the course is to: Learn how to manage the most wicked problems in our environment.

## Certification Requirements

Participants are required to complete the five-day training and to demonstrate comprehension and understanding by identifying and applying PACT™ to a polarity they are struggling with. Facilitator support is available throughout the process.

*For Registration and Inquiries contact:*



BSEA  
Tel: +254 707 968982 |  
Cell: +254 722 514698  
Email: [fnjeri@b-sea.org](mailto:fnjeri@b-sea.org)