

2010
ANNIVERSARY
2020



CELEBRATING 10 YEARS OF CHANGE

Randel Consulting Associates
Leading Organizations through Change and Growth

What a time this is! 2020 has turned out to be a year quite unlike anything any of us have experienced before, with one disruption following another: a global pandemic, economic disruption, heightened awareness of unrelieved racial injustice, social protests, divisive politics... and the year is not yet over.

I'm reminded of the notion that *we are living in a world of permanent white water* - except that this year we're not only flying through Grade 5 rapids but we are also falling over large, and often perilous waterfalls, one turbulent cascade after another.



White water rafting on the Nile River, Jinja, Uganda. **Source:** <https://www.flickr.com/photos/yotut/>

Many leaders and organizations are struggling in the face of these challenges ... not because they are not up to the task (they are!), but because we can all become overwhelmed by the

sheer volume of decisions, the stress of navigating with incomplete and competing information, and the knowledge that more unsettled water lies ahead.

This is the environment we are all in together. It doesn't matter whether you lead the entire organization, a team, or just your own work. We have all had our familiar environment disrupted, and we are all trying to figure out how to move forward.

It's tough, and there are no easy answers...

2020 was going to be a year of celebration for me. It's been 10 years since I founded my practice, working with over 150 client organizations in hundreds of meetings, supporting thousands of participants in change processes and leadership development programs.

Instead, like you, I'm experiencing a year of disruption: disappointment with dashed dreams and plans, frustrating detours and dead-ends, and tantalizing opportunities that didn't materialise.

So 2020 has, by necessity, become a year of reinvention. And, like many of you, I've had to find ways to adapt and respond to new opportunities, drawing on all my skills to fit the needs of the moment.

I'm learning that there are guiding principles that are relevant across a wide range of settings...

- **Be grounded as a leader** - Take care of yourself, keeping rooted in your core purpose and being
- **Be open and respectful towards others** - Appreciate diverse contributions and perspectives, most especially when it comes from beyond your own experience
- **Build coherence with your team** - Connect, communicate, and collaborate to be better able to navigate the complexities you are facing
- **Stay nimble and adaptable** - Reinforce the central identity of your organization's purpose, while being open to new ways of expressing how this might happen

- **Hold curiosity and humility** - Continue to learn, testing assumptions and mental models, noticing and acknowledging mis-steps and trying new things

I'm also discovering that my work over the last 10 years has prepared me to support leaders and organizations in this unprecedented time:

- [Coaching Leaders and Teams](#)
- [Working with Complexity](#)
- [Encouraging Diversity and Equity](#)
- [Hosting Conversations that Matter](#)
- [Designing Engaging Processes](#)
- [Facilitating Virtual Collaboration](#)

So, have a look at my website to learn more about who [my clients](#) are, the [services](#) we provide, [what we're doing virtually](#), and the great [team of associates](#) with whom I work.

And [Get in Touch](#) and let me know how you're doing in the midst of these disruptions. And let's explore how I can help you in finding balance and ways to move forward during this time of incredible white water!

Michael

The phrase "permanent white water" was coined by Peter Vaill in his 1996 book **Learning as a Way of Being: Strategies for Survival in a World of Permanent White Water**.