



## Mike Holdstock (1948): "Bringing out the best in you"

Karlstad, Stockholm, Oslo, Copenhagen

English mother tongue

Swedish strong second language

### What I do:

- Coaching individuals and groups, virtually and face to face
- Facilitate measurable Organisational and cultural change processes
- Value and Shared value elicitation
- Action Learning Processes
- Course and Presentation design and development
- Courses and coaching in English & Swedish

- Coaching individuals and groups, virtually and face to face

Models: Results Life Coaching, AS3/Job Transition Management and Appreciative Inquiry.

Examples: Coaching staff and executives from SAS, Compaq, Cisco, etc. to new jobs on the downsizing Swedish job market.

- Measurable Organisational and cultural change processes

Models: Investors in People certification, Subjecta, 5<sup>th</sup> Discipline

Examples: Change process initiation for Borlänge city council, Lindesberg city council.

- Value and Shared value elicitation

Models: Appreciative Inquiry, Findhorn, Covey

Examples: SSAB Quality section, Scania trucks logistics

Group development for Adera group, Stockholm.

- Action Learning Processes

- Course and Presentation design and development

Models: Accelerated Learning, Findhorn Foundation, Vos

Examples: "The Sheet Steel Course" for Swedish Steel

"Efficiency in reheating furnaces" for Swedish Steel

- Courses and coaching in English & Swedish

Models: Accelerated Learning, Results Life Coaching, Coachville

Examples: "English for Management" for Swedish Steel, combining the teaching of Senge's 5 Disciplines, Accelerated Learning and a forum where all levels of management could meet "off the record".

- Virtual Instruction/Teleclasses

Models: Accelerated learning, Coachville distance learning model

Example: Presentation technique for Swedish Steel, participants in US, Sweden, Germany and South Africa.

### Current projects:

- Training M.Sc's to be useful in the field; with Swedish Ironmasters Federation, methodology influenced by MIT CDIO Syllabus
- Long term Leadership development programme; Värmland principality, Sweden
- Development of Subjecta model based on Antonovsky's work
- 20 ongoing coaching clients



### What I have done - highlights

2002 ongoing Coaching 20 clients, mixture of purposes, long and short term, virtual and live

2003 Investors in People certification initiation, 2 local authorities

2002 Posten IT – advisor and pedagogic input, Systems Awareness process

2002 Scania Logistics Falun - ongoing management coach and group development

2000-01 Adera IT group – ongoing project management and group development

1998 "Sheet Steel course" conception, vision, development and pedagogic advise

1997 Presentation Technique for Trainees. Swedish Steel

1997-98 "English For Management" combining personal development, 5<sup>th</sup> Discipline, and Accelerated learning skills in a "Safe Space" forum

and numerous long and short term kick-offs, coaching processes, conflict resolution cases, Vision defining processes, Appreciative Inquiry processes. I also keep up my skills in English for Special purposes (Loading to Leadership etc, combining this with Appreciative Inquiry and personal growth work).

### Relevant Education - Highlights

2003 Subjecta/Antonovsky Analysis & Development certification, Stockholm Sweden

2002 Job Transition Management Coaching certification, AS3 Århus Denmark

2001-2002 Results Life Coach, Lorna Stewart, London UK & teleclass

2001 Investors in People advisor certification, Eric Jenkinson, Stockholm, Sweden

2000 Counselling from the Heart – Dr. Frithjof Kraft, Karlstad Sweden

2000 Training for Group leaders – Turiya von Hannover, " "

1999 Cutting the Ties that Bind – Therapeutic Technique, Phyllis Krystal, Stockholm Sweden

1999 Appreciative Inquiry – Anne Radford, London

1999 The Warrior Monk – Bill Kauth, Stratford, UK

1998 Theatre of the Repressed – Methods and Practice – Augusto Boal, Storfors Sweden

1996 Zen Meditation Retreat, Toni Packer, Katrineholm Sweden

1995 Training for Group leaders in FIRO-B model, AMU, Tällberg Sweden

1995-1997 Re-evaluation Co-Counselling Methods & Practice, Stockholm Sweden

1995 Introduction to Gestalt Therapy, Marieholm, Sweden

1994 Learning Revolution/accelerated Learning processes – Jeannette Vos, Borlänge Sweden

1994-1996 Psychosyn thesis Models and Practice. Stockholm

1993 Training for Workshop Leaders, Findhorn Foundation, Scotland

1991 Introduction to Zen Meditation, Hans Hoff, Stockholm, Sweden

1966-67 BA Business Administration Regent Street Polytechnic, London UK

### Primary tools in use :

Appreciative Inquiry

Investors in People

5<sup>th</sup> Discipline

Results Life Coaching model

Subjecta analysis and training model

Findhorn Foundation pedagogic and group development techniques

Re-evaluation Co-counselling

Psychosyn thesis



Other material which has been created along the way and you may wish to use

With an extensive training background from Je anette Vos ("Learning Revolution"), Colin Rose ("Accelerated Learning"), Assi gioli's Psych osyn thesis and the methods of the Findhorn Foundation, he is continually syn thesising pedagogic models with the conflict-balancing models of Harvey Ja ckins, Bill Kuath, Marshall Rose nberg and Brad Blanton. Currently the conce ntration is on structure, where Senges 5<sup>th</sup> Discipline, the Investors in People certification process and the Antonovsky- based Subjecta analysis model are wove n in to the previous structures.

Training processes must be measured in results, not training hours  
Far too much time is spent in sending people on courses, far too little on developing their competencies. The training process Mike applies demands that the trainee knows exactly why he is in a learning process, to what the learning will be applied, and when. The learning process should be tailored to the individuals needs and learning style, and most importantly should be followed up with a control process that ensures that the knowledge transfer becomes a new competence that the individual and his employer can gain from, and that the trainee gets recognition and reward for the change that he has made.

Or in other words

Where personal commitment has been found, true commitment and motivation are operating. Mike creates safe spaces in which a playful and trusting atmosphere allows creativity to happen and individuals to understand and grow into their potential. Connecting with already experienced moments of excellence and building a reality where that excellence is the norm.

People work well when there is a supportive structure for their efforts

When learn what each and every person needs to work optimally, we release the energy of the whole

Listening to what the individual heart yearns for, and finding a space for it's realisation allows an organisation to reflect individual and collective dreams. When we are making our dreams real, we are at our most creative, giving most of what we will.

I create working atmospheres which allow chaos to exist, in order that true unlimited creativity can operate.

By inviting in the angel of the course (training, group, meeting) we allow whatever is potent and potential and imminent to manifest itself through those there. Increasingly I find I can both invoke and remember to thank the spirit of the moment to be with us, and be aware of their blessings.

Measurable change processes.

"If not now, then when?"

Less than 50% of change processes give the desired result. Mostly the reason is that they are top-down and additionally do not allow for the emotional reactions of those who are being subjected to the change. Often they result in a less efficient, profitable etc. organisation than before the change initiative.

"If not now, then when?" for me is about using the knowledge and tools that I already have, to find the committed organisational leaders who are truly prepared to commit to listening to their employees and to honour both their own and their employees beliefs, aspirations and goals. The work of not least Collins, Senge and many others in gives us the leads,



structures and tools to deal with the emotional content of dealing with change. It is now time to use these tools.

My personal contribution to this process is right now mastery of techniques that appeal more to the heart and the body than the intellect, and knowing how to use these to release the chains that the mind impose s.