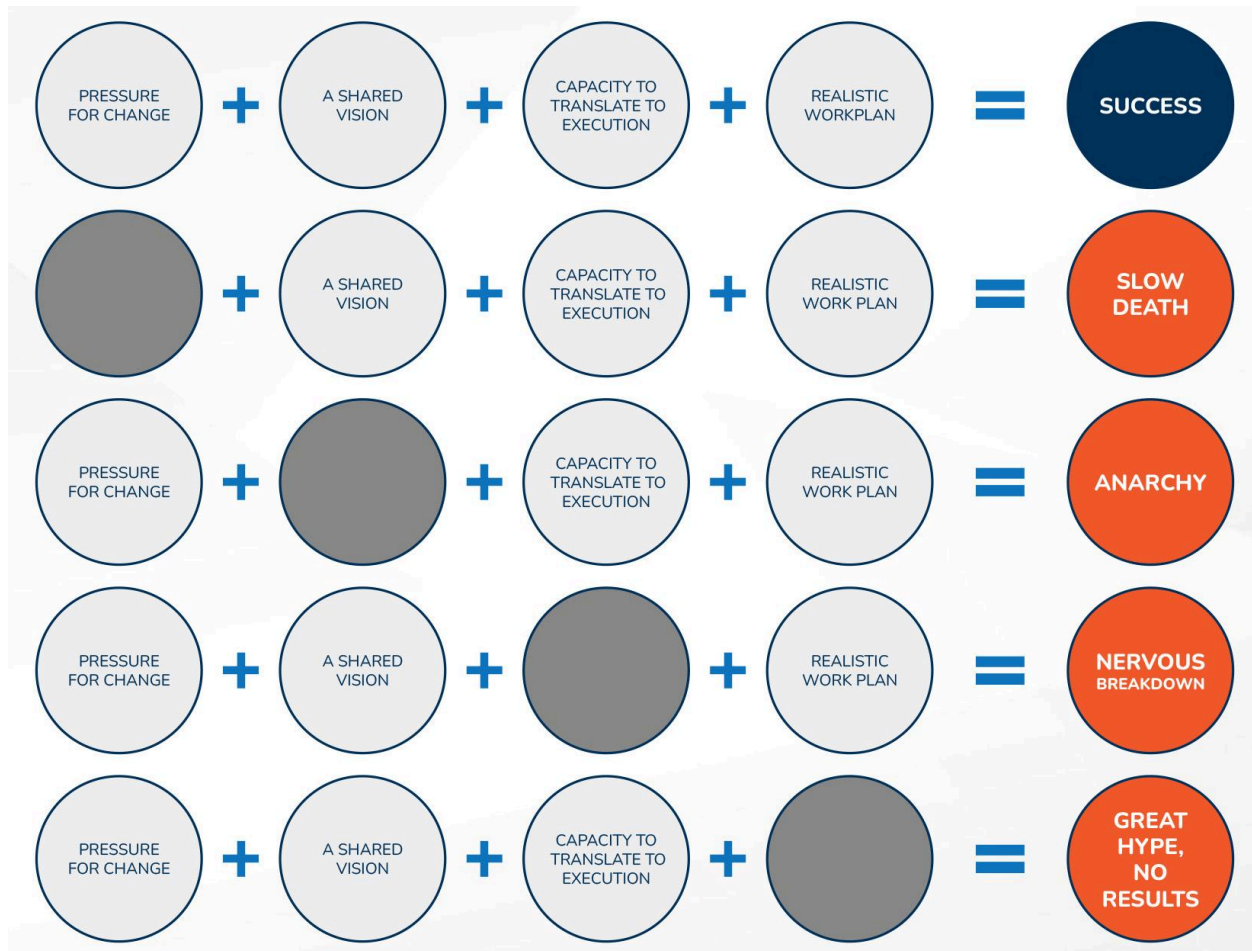


Coaching Through Change Leadership

Essential Elements Model

As an executive coach, we enhance value by posing pivotal questions that aid others in envisioning pathways to progression within both present and forthcoming constraints.

The notion of “collective will” – the embodiment of a common interest – may be perceived as powerful, yet intangible. However, Michael Hay has imbued this concept with tangibility through the diagram depicted below. This diagram serves as a valuable instrument, catalyzing pertinent discussions from the outset and continuing throughout the change leadership process.



References:

Morgan, A., & Barden, M. (2015). *A beautiful constraint: How to transform your limitations into advantages, and why it's everyone's business*. John Wiley & Sons, Inc.