

A **Growth Edge coaching process** helped illuminate what may have been creating a sense of stuckness a recent client was experiencing. A highly talented, early career change maker who had just recently joined a major consulting firm felt like she had hit a wall. This was showing up in some of her interactions at work and socially. The Growth Edge process provided space to pause, and through a supportive inquiry explore how she was making meaning. This process has strengthened her intent and also confidence to more consciously notice and author her approach, while also being mindful of others perspectives, especially in more uncertain and challenging situations.

I was fortunate to be involved in a large **leadership program bringing adult development to the legal and healthcare sectors**. The Australian Research Council Leadership and Research Project: Leadership in High Stress Workplaces at The University of Sydney with Dr Michael Cavanagh and Dr Tony Grant began in 2007. We learned Subject Object Interviewing with Jennifer Garvey Berger and brought a developmental perspective to our coaching and facilitation. Over 2 years of leadership workshops, coaching, group coaching supervision and SOI scoring we became interested in the **meaning of developmental coaching to coaches**. Our narrative study reflected developmental coaching as: *an expansive process of working in a co-created way; a process of working with tension; and enabling the human spirit to see itself*. Our research has been presented at conferences and received an Honorary Mention at the Institute of Coaching, Harvard Medical School conference in 2012. As coaches we learned how to integrate adult development theories into our coaching practice in ways that made transformational learning and growth possible for our clients.

In working with the **CEO** of an organisation in the community service sector, the Board wanted to cultivate more leadership agility as the organisation navigated times of challenge and growth. Integrated into the executive coaching process, I engaged in developmental interviews with the senior executives. By bringing a **Deliberately Developmental lens** to these conversations, we were able to gain deeper insight in to the leadership perspectives of the CEO and senior executives. This enabled us to engage in a dialogue around leadership and culture, bringing to light some of the individual and collective competing commitments and assumptions. By becoming more 'object' to implicit assumptions, ideas and theories this approach enabled executives to see and transform perspectives around leadership, culture and their community impact.

In a group context working with a group of 10-12 managers leading significant strategic change across a major University, using Kegan's Collective Immunity to Change process, we were able to work through their most adaptive challenges and make object some of the competing commitments and assumptions. Through this process the group was able to more fully unlock their collective impact ...this was one of those truly transformative experiences as a co-facilitator.

As a **Coaching Community of Practice** our Sydney based Developmental Coaching COP has been regularly coming together since 2007 to learn with and from each other in relation to developmental practice, research and theory. From colleagues to companions the journey has created deep and lasting insights and friendships and continues to be truly nourishing and transformative for me on my meaning-making journey. We have experimented and developed coaching approaches based on adult development concepts from leading thinkers including Kegan, Garvey- Berger, Torbet and Cook-Grueter.

We have also been connected with the **Growth Edge Network** a global community passionate about adult development. Through various workshops, conferences and gatherings, I have learned so much with elders in the adult development space including Bill Torbet, Susann Cook Greuter, Robert Kegan, Jennifer Garvey Berger and Marcia Baxter Magolda. I have trained in **Growth Edge** and **Subject-Object Interviewing** (based on Robert Kegan's theory of adult development) with Jennifer Garvey Berger; The **Global Leadership Profile** (GLP) a developmental tool based on the work of Bill Torbet ("Seven Transformations of Leadership" HBR); the SCTi-MAP Profile based on **Leadership Maturity Framework (LMF)** which applies Susann Cook-Greuter's 30-year, ongoing research in Human Development to support individuals to becoming more effective, flexible, self-aware, wise and compassionate human beings; I also find developmental connections with **MBTI** and **The Leadership Circle** feedback processes.