



YARBROUGH  
*group*

**POLARITY THINKING  
Foundations Course**

**October 6-7, 2017  
Denver, Colorado**



## Polarity Thinking Foundations

**Date:** October 6-7, 2017 9am-5pm each day

**Facilitators:** Elaine Yarbrough, Ph.D. + Lindsay Burr Singla, M.S.

**Place:** Kempe Center for the Prevention of Child Abuse and Neglect, 13123 E. 16th Avenue, Aurora, CO 80045.

**Cost:** \$500.00

**Please call The Yarbrough Group, 303 449 7107, for registration and payment options.**

*Note: This is a specially priced foundations course.*

### To sustain excellent client service and a healthy organizational culture, should we focus on

Self or Other? Candor or Diplomacy? Mercy or Justice? Vulnerability or Boundaries? Short or Long Term Goals? Each part of the organization or the Whole? Stability or Change? Ongoing Contributions to our work or Rest? Flexibility to serve our clients or Structure for efficiency?

The answer to these questions, of course, is, **“YES.”**

These are a few of the issues with which we struggle every day. They are called **polarities**. They are composed of two important demands **BOTH** of which require attention for individuals and organizations to thrive. Since the demands of both poles (e.g. Part of the organization AND the Whole) are interdependent, choosing one of them and neglecting the other is unsustainable, a waste of time, money, and energy.

#### For example, in one low income health care clinic:

**Problem:** We are totally flexible in order to meet the needs of our patients who must take off work for health care. As a result, there are 30 places to file health charts. So when the patient comes in, we have to take time to locate the chart, wasting the patient's valuable time. This pattern is true for most other administrative systems in the clinic.

**Solution:** Get structured. Have a process and place for everything so we can be efficient.

Inevitably in a few years, the **solution BECOMES the problem**. The Structure now obstructs client service.

**Solution:** Flexibility. You can predict the next cycle and the impact on people in the organization and the clients. Eventually, the pendulum swing affects fund raising and the ability to serve a wide range and number of clients declines. A vicious cycle.

If, however, you understood that 'flexibility and structure' form a polarity, you would change the conversation. "What should we structure for efficiency? What should we keep flexible for service?" You reap the upsides of both and prevent the downsides leading to sustainable change. Learning to see and leverage polarities frees you from the chronic, failed attempts to solve unsolvable problems.

**IN THIS 2 DAY COURSE**, we help you identify underlying polarities in your situations and learn to leverage them for healthy, sustainable change.

We provide the framework; you provide the content. You will learn to:

**See** polarities and understand how they work,  
**Map** them for reliable change,  
**Assess** how you are progressing,

**Learn** from others (in the workshop and back at work) about the polarities,  
**Leverage** the learning to stop chronic, debilitating change efforts.

You leave with at least two completed polarity maps: one to enhance your own growth and one to inform your work in the organization. Maps organize the issues and provide actions steps to leverage the polarities.