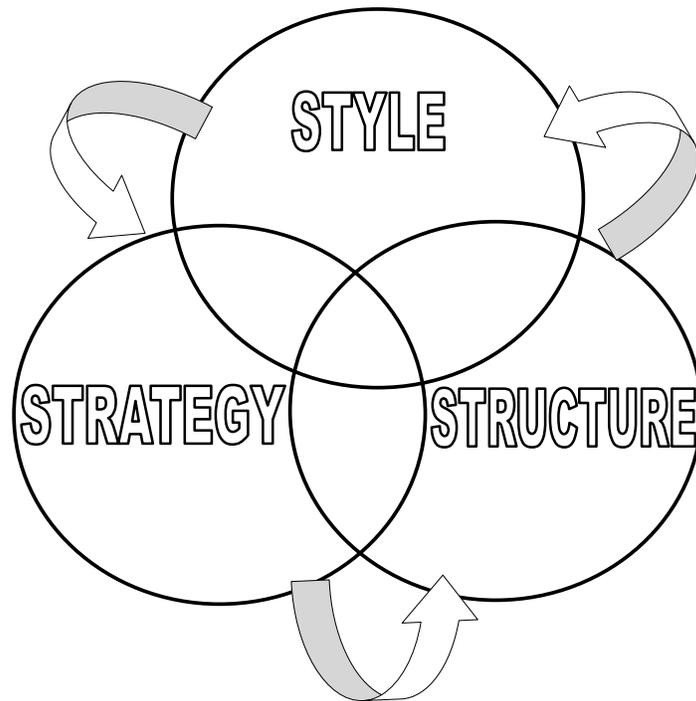


Whole Field Alignment



Whole Field Alignment is a comprehensive model of the way a system works. It is intended to expand our thinking about how we can systemically view, improve or change a system.

The diagram above of the “field”(system), with its three categories or frames illustrates the interconnectedness of elements that define a system. Assessing a system and coming to understand it fully requires gathering information about it in each of these three categories.

The goal of this analysis would be to understand the system with its interrelating parts. Then the coach and client can use this data to design a whole system change process.

Examining the system by looking through only one or two of these lenses will fail to provide a comprehensive understanding of what’s going on – and that could lead to flawed and incomplete recommendations for change.

To be sustainable, the client’s “field”, must have a high degree of fit, or internal alignment among these three categories.

Components of the Field – the LENSES

1. STYLE: culture and values, and the rituals, stories of the past, shared experiences of success or failure, perceived sources of vitality are the ways we understand a client's style.

Sometimes referred to as "how we do things around here," the Style lens shows us the context within which a client's life is experienced – their *why* or mission/purpose.

2. STRATEGY: intentions, commitments to ones' future, and purposeful (or not) direction in striving to achieve desired results constitute a client's strategy.

The Strategy lens shows us the vision, as well as the direction or steps that will be taken for achieving that vision – the *where*.

3. STRUCTURE: alignment of ones work, roles, and relationships with ones' mission, vision, goals and intentions, and how the client creates the conditions that allows them to achieve results is a client's structure. S

Structure also includes the identified unhealthy patterns of interaction between people while pointing to what is needed to achieve purpose and vision, and to the patterns that need to change – the *what*.

YOUR TURN: What's going on?

Think of a client (or you) and, using key words, what is going on in terms of

Style (How they are acting and the impact of their beliefs and actions on their world/their culture they're a part of?),

Strategy (What is their hopes, dreams, and the strategic intention, that fuels their journey to the future?)

Structure (How have they organized to achieve their goals?)