

Topic: The deliberately developmental organisation (DDO)

Convened by: Jacqueline Jago

Participants: Rod Richardson, Paul Moggach, Alaine King, Pete Halliday, Shirley Shultz-Robinson

I introduced Kegan and Lahey's latest book, "An everyone culture: Becoming a Deliberately Development Organisation" which profiles 3 US private sector companies which Kegan and Lahey describe as 'Deliberately development'. The companies build reflective practice into the routines of teams. They define reflective practice not as meditation or expert coaching, but as transparency about developmental 'edges'; as the creation of 'learning communities'; and as the introduction of multiple micro-routines for meta-reflection at and across all levels in the enterprise.

I use this in my group coaching work and spoke at length on how I had adapted the DDO approach for the context of my peer coaching circles in the Australian public service.