

Inspiration behind founding Transcend

Transcend "Emerging Vision"

Change arises out of novel connections. These connections can operate at many levels, for example when strangers meet, when we travel into new territory and encounter "different" cultures, when dear friends suddenly help us see the obvious, when we link a concept from a philosopher to what we see in the living world around us, when seemingly unrelated problems in our organisations are seen to spring from a common cause. We all can remember these times – the "aha" moments when life after was different to life before.

At Transcend, our aim is to help catalyse these novel connections, be it bringing different organisations together to learn and challenge each other, bridging the extremes of academia and business through our grounded organisational research into change, convening conversations and workshops that create deeper capacity for seeing the world around us in a different light, working with developing teams who to date have felt fragmented and connection-less, or coaching individual executives in ways that generate deep self insight and new leadership behaviour.

Our place in this world is to help make "change" a more conscious activity in the minds of our institutions' leaders. We often feel bewildered in the face of so much constant change in our lives and in our organisations. We are not "in control" of the situation. We resort to learned patterns of behaviour – issue directives and things will get better! Yet in fact, if we can only create the space to reflect, we discover that there are multiple ways in which to bring about change, there are different contexts and needs that perhaps require different responses, and as leaders we have a range of potential behaviours that will generate different results. Our combination of personal experience – our "tacit" knowledge, and change frameworks – our "explicit" knowledge, can enable people to see these choices more clearly and thereby lead change through wisdom, not instinct alone.

We too are on this journey. We enjoy "going to the edge" and being the scouts in the ever evolving change landscape. We explore the latest thinking, whether that be in the so called "new sciences" of complexity thinking, theoretical biology and quantum physics, or the field of anthropology, social psychology, and systems dynamics. And we equally enjoy exploring this territory with our client organisations, taking risks, experimenting with new forms and approaches to change and looking for signs of "positive deviance", i.e. different ways of behaving, relating and organising that are surprisingly getting quicker and more effective outcomes in the organisation. As we explore this new territory with clients, we then seek to codify and translate what has been discovered into practical frameworks that the "settlers" can use.