

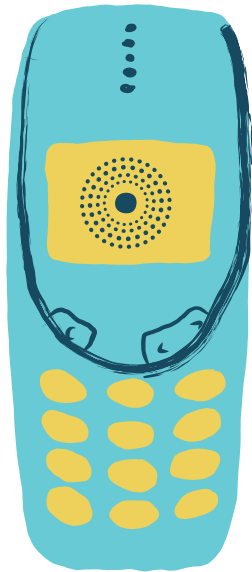


## WITNESSING THE ESTABLISHMENT

This is about seeing the conventional in your own thinking and that of the organisation around you. It is about understanding where a need for safety is preventing the challenge of outdated habits, norms and routines. It is seeing through what is ingrained in your own thinking and acting. It is about generating and using this insight and sensing where to start. This involves total immersion in what is happening, including an ability to honour and learn from the past, while understanding what keeps you and the people around you attached to the status quo. It is being able to both immerse yourself in the present and stand back and see things differently at the same time.

Witnessing the Establishment is a critical precursor to any act of being a Challenger; it is hard to see things as they really are. Most of the time we witness anything our view of reality bends what we see to fit more easily with our internal landscape. To bear witness requires some determination, some letting go and plenty of inner work. It is a skill underpinned by a courageous attitude. It is an attempt to truly see what is being ignored, avoided, causing antagonism or too easily agreed to.

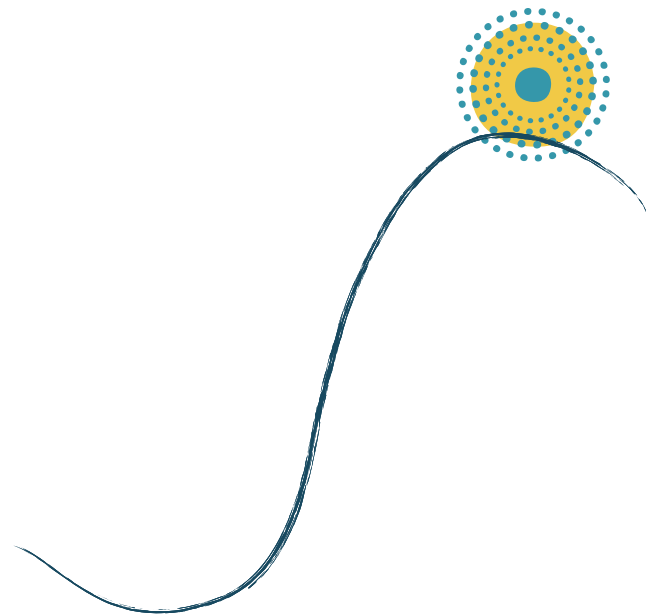
Witnessing the Establishment is to experience the full effect of your organisation on everyone that touches it, including yourself. In doing so you experience what it does to your intellect, your heart, your motivation, your energy, your will to change things and your hope and ambition.



## YOU CAN DO NOTHING WRONG AND STILL LOSE

Doing the right thing, creating the strategy in an excellent way, corporate planning and budgeting to the highest possible standards, executing what you have been asked to deliver and following well worn formulas for success.

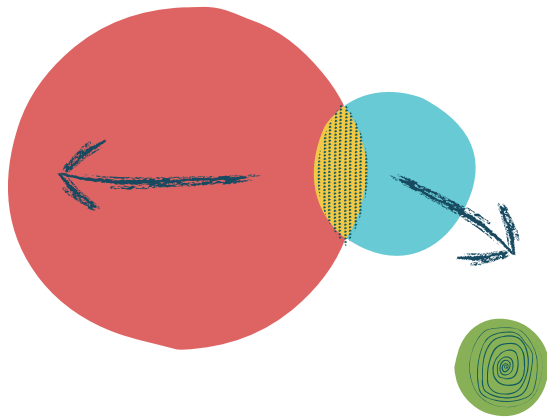
This all counts for nothing if you are unable to disturb your organisation from its old trajectory onto a new one at the moment this is needed. Being honest about how much time you spend on the former versus the latter could tell you something important.



## THE WEAKER THE ESTABLISHMENT BECOMES THE MORE RIGHTEOUS IT SOUNDS

More grasping, more insistence, more defiance, more blame, more attachment to the way things have been. It is worth bearing in mind that at the point of being most convincing and vociferous the Establishment is often also at its weakest.

It could trigger feelings of self doubt in your Challenger stance but this is when you need to hold your line. Gently and firmly.

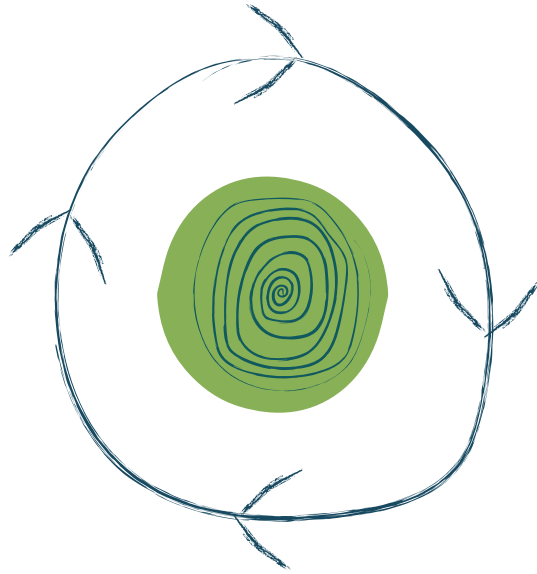


## DON'T FIT IN, DON'T F\*\*\* OFF

Fitting in leaves you absorbed by the Establishment into 'one of us'. It is hard to challenge from this position, it lends itself to easy agreements and avoidance.

On the other hand being a Challenger is too often associated with separation, antagonism and sabotage. As Challengers we stand with one foot inside the Establishment and one foot outside, using our challenge to create the best possible future for all involved.

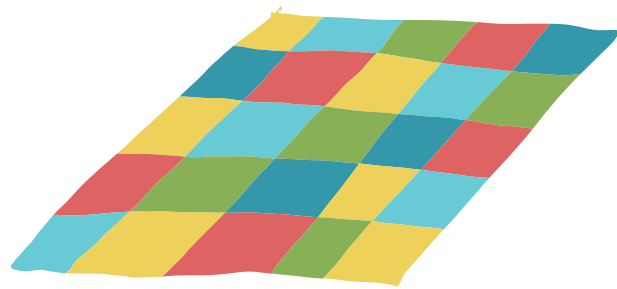
Great minds don't think alike.



## IF YOU CAN'T SEE A PATTERN IN WHAT IS AROUND YOU - LOOK HARDER

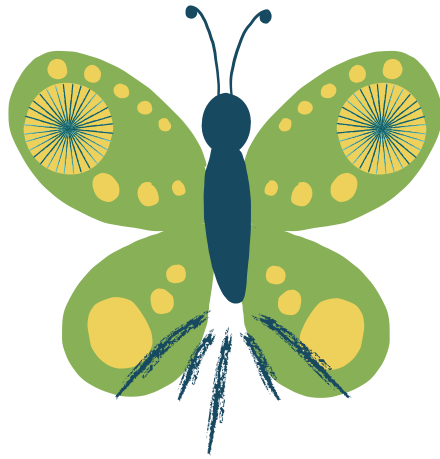
Patterns are everywhere if we choose to look for them. Some of them contributing health and creativity, others slowing us down, keeping us stuck and making the organisation unwell.

Thinking in terms of repeating patterns is a core part of witnessing the Establishment.



## BALCONY AND DANCE FLOOR

There isn't always time to stop, retreat and reflect.  
We have to develop the capacity to be in the action  
and reflecting on it at the same time. Looking for the  
patterns that are keeping us stuck at the same time as  
participating in them.



## STING LIKE A BUTTERFLY

When witnessing the Establishment we benefit from some gentle curiosity, allowing for the eclectic, welcoming the ambiguity and rolling it all in.

We don't have to sting like a bee, we can offer a gentle awareness into the system we are trying to make sense of, once we have settled in many places and absorbed what they are telling us.

The Establishment reveals itself slowly.