

17<sup>th</sup> July 2025



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# Change and Opportunity session 2: A collective inhale

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## Exhale: session outline

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Session agreements

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Green Shoots

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Reflections on Navigating Change  
in Turbulent Times

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Practical tips and resources for re-  
energising and finding possibility



## Session agreements



Non-judgement



Listen to understand (vs. having a pre-prepared response)



Prioritise curiosity over certainty (what might be happening for you/others?)



Take care of yourself and others

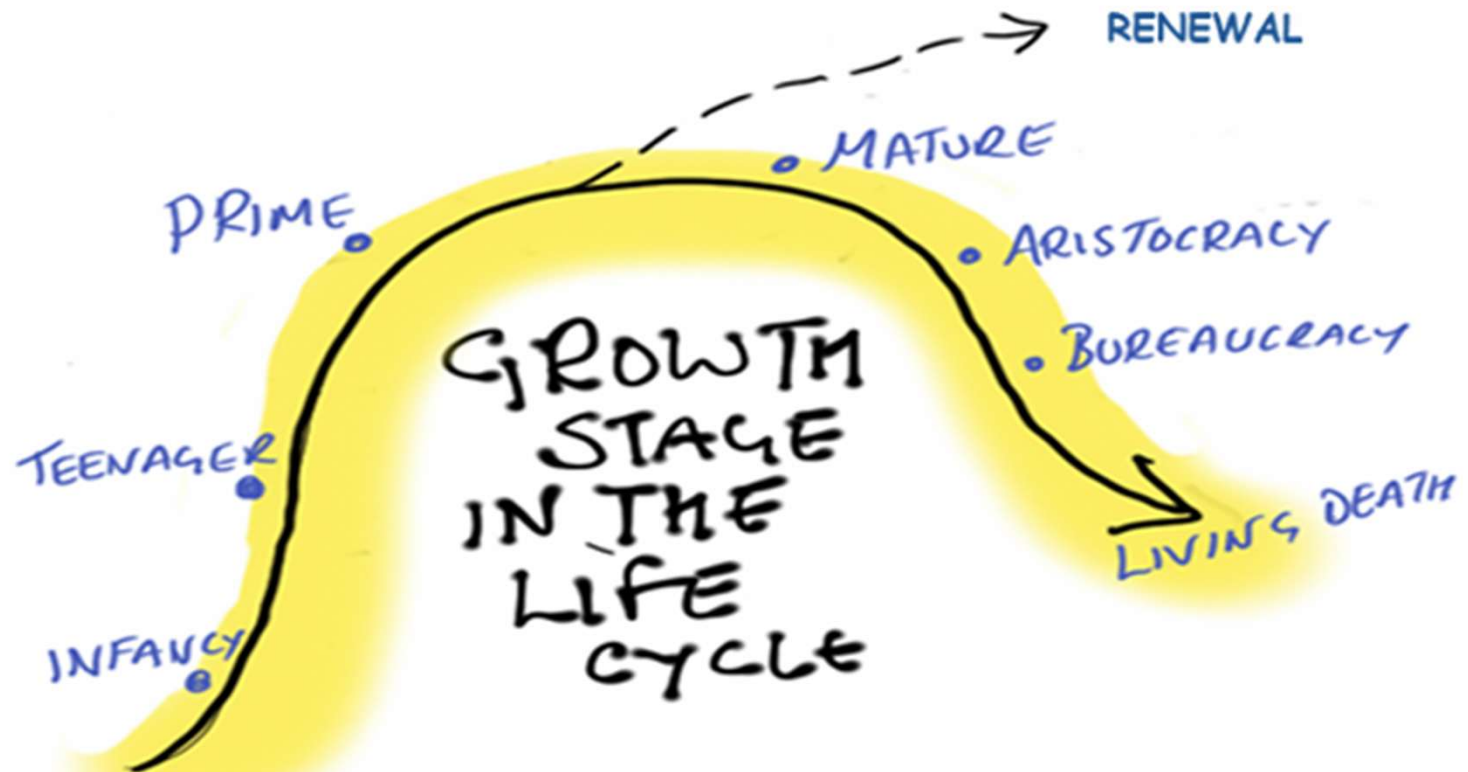


Know you have permission to opt out of any exercise at any time

## Green Shoots



## The Lifecycle of an Organisation



## ADD International & Participatory Grantmaking



## Green Shoots Reflection

What are some examples of 'green shoots' you have seen or experienced?

## 10 Reflections on Moving Forwards in Turbulent Times

1. Reaffirm your **Vision and Mission**.
2. Look at other examples of **organisations reinventing themselves**.
3. Be ready to **make the hard choices** that may be necessary.
4. Recognise that **changes affect others** – partners, communities – too.
5. Take the opportunity to deal with **problematic areas**.
6. Can introduce/strengthen **new approaches** – e.g. localisation, advocacy.
7. **Balance** responsible exit with new development.
8. Recognise that **change is a painful and confusing process**.
9. Once in rebuilding phase, **new energies** can be released.
10. Lead from **hope not fear**: this is a new opportunity.





## Group exercise (10 mins)

Briefly introduce yourselves (name, location, org) if you're in a breakout.

### **Discuss/reflect on:**

- How do you lead from hope and not fear?
- Where can you find inspiration and new energy?



**By inhaling we breathe in new possibilities, by exhaling, we let go of what doesn't serve us**



**We've supported organisational change initiatives for the last 30 + years.**

**If you're in the middle of a change and would like support, we are currently offering:**

- 1 hour complimentary 'transition coaching calls' (max of 4 slots/month between July and September)**
- complimentary 30 min calls to explore how we might support you/your org**

**Please email: [info@intrac.org](mailto:info@intrac.org) to find out more**