

Powerful Complaining: Revealing Your “Immunity to Change”

Whether or not you know it, you have a built-in system that you use to resist change, much as your built-in immune system resists disease. Don't feel bad: it is a natural survival mechanism that we all have. The “Powerful Complaining: Revealing Your Immunity to Change” workshop invites and encourages the personal transformation needed to reveal your self-induced immunity to change and explores methods you can use to make it work for you, not against you.

The workshop is built around conversations and language forms. Participants engage in conversations that increase the possibility for personal transformation as they create a unique, powerful map of their own, custom-fit immunity to change.

In the first 45 minutes of this session, Eric and Elaine Hansen will guide participants through two conversations that uncover the commitments hidden in complaining. In the remaining 30 minutes, they will demonstrate the entire mapping process and explore the steps needed to let your system work for you.

The workshop is based on the books “How the Way We Talk Can Change the Way We Work” and “Immunity to Change” by Robert Kegan and Lisa Laskow Lahey. Eric and Elaine are licensed facilitators of the Immunity to Change workshop.



Eric Hansen is writer and thinker who loves learning new ways of looking at the world. With a Master of Education degree from the Xavier University Human Resource Development, he has worked for the past 10 years as an instructional designer. In his career, he has also been a journalist, a property manager, a speech writer, and a script writer.



Elaine Hansen analyzes and improves systems. Her passions are learning, facilitating, and helping others maximize their gifts and talents. With 10 years experience in facilitating life skills courses, Elaine discovered her gift for teaching and facilitation. She is now part of Toastmasters. In her career, she has been a pension administrator, office manager, inside sales person, trainer, bookstore manager, and facilitator.

For the past six years, Eric and Elaine have been immersed in Peter Block's community A Small Group, participating in, and facilitating, the six conversations in Peter's Civic Engagement process. They now serve on the Growth and Nurture Team for A Small Group. <http://www.hansen-rd.com/>