

## Growing Together

### Two organisational consultants reflect on their knowledge of adult development theory as an enabling constraint

Tomas Hancil & Matthew Rich-Tolsma

*In this workshop we are interested in exploring our shared experience of how an understanding of adult development theory proves to be paradoxically both a help and a hindrance in consulting practice. We will begin by reflecting on some experiences from our own practice where we have experienced constructive development in this way, and then attempt to identify a number of unifying theoretical themes that have helped us to make sense of these experiences. We will then spend the rest of our time together creating space for other participants to share similar experiences and for us to think together about how we might come to understand these experiences better.*

*If you are interested in joining this conversation we would like to invite you to already begin thinking about the types of experiences you might want to share.*

- *When have you used developmental ideas in your work and been surprised by how they have been taken up in organisational contexts?*
- *When have you experienced your reliance on developmental ideas as totalising, reductionistic, or misleading in your practice?*
- *When have you found yourself failing to pay sufficient attention to other ways of making sense of complex challenges that you have faced in your consulting practice?*
- *Where have you found your knowledge and expertise in the application of developmental models simultaneously enabling and constraining?*



[Tomas Hancil](#) is an executive coach and organisational consultant based in the Czech Republic with more than twenty years of experience working with global organisations. He is a leader in the field of developmental leadership and is one of the leading thinkers, writers, and translators in the field of developmental psychology and complexity leadership in the region. He trained originally as a philosopher and holds a PhD from Princeton.



[Matthew Rich-Tolsma](#) is an executive coach, organisational consultant, and mediator based in the Netherlands. He has worked with a wide range of organisations across Europe, Africa, and Asia. He has a background in education and has expertise in developmental psychology, complexity, improvisation, and working with diversity. He is a certified trainer with the Centre for Nonviolent Communication and a Fellow of the Institute of Coaching.