



A department (64 people) diagnosing themselves with the help of the Organizational Barometer. They are instantly acting on some issues and make action plans in direct collaboration with the management.

Voices from the users

“A good alternative to those who comes delivering pre-packaged solutions. Here we work the stuff through, altogether in real time.”

“Guides us to good, common dialogue within the group. People recognize themselves in the theory and tools, especially since most uses starts in some kind of “chaos.” Everybody, almost without exception, gets involved in whatever change process they happen to be in or decide to initiate. Very business savvy. Easy to evoke discussions after several months. It gets to people and they build a common language and point of reference.”

“Very useful for groups who are stuck or who have severe conflicts to resolve. It is also very handy when you want to build a new team.”

“The absolute strength with the tools is that they make it possible to show the management hands-on that the best way of using them is to work the entire organization through, as opposed to let the knowledge stay in the management team. And that the results are so practical and concrete and therefore relatively easy to manage.”

“I am using the tools in many different types of groups and situations. Even when it comes to mergers for example. The aim is often to establish a good work climate within a group. Since people basically prefers to work well together, have a healthy environment and be able to do the right stuff, this helps them achieve just that.”

“There were many issues that really touched people and it lead to conversations like: Are we really doing what we say that we do?”

“I think the greatest advantage with the model is that it gets respected in all situations and by all parties. To the greater part that is because all involved participates in building it, they fill the rooms with content from their own experience. Therefore the Four Room Apartment becomes trustworthy.”

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THE FOUR ROOMS OF CHANGE



Four rooms and five tools

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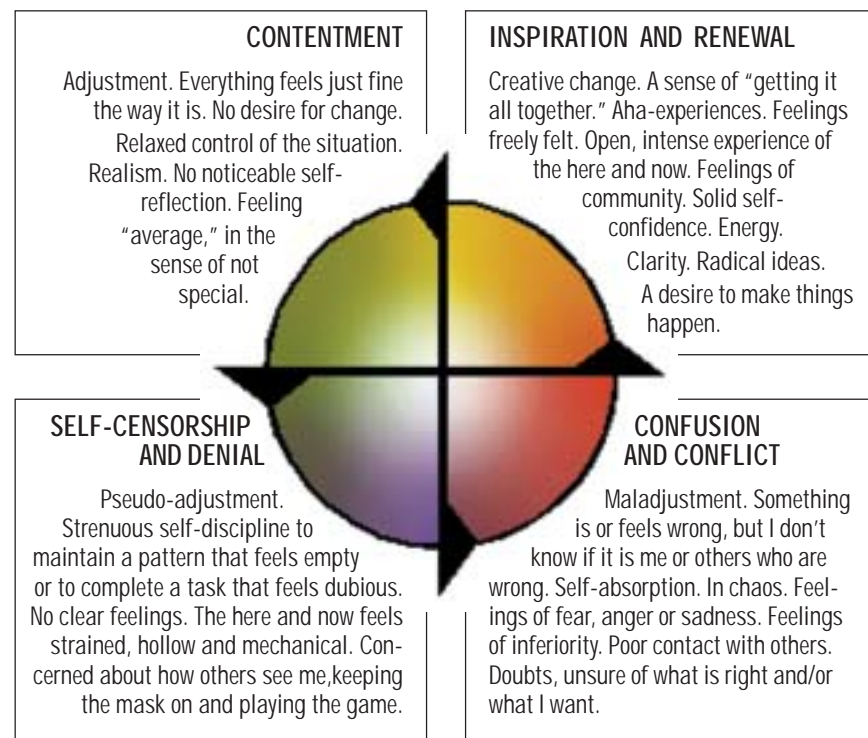
The Four Rooms of Change and its five diagnostic tools

“The Four Room Apartment” is the colloquial for the theory of The Four Rooms of Change. It originates from the Swedish psychologist Claes Janssen’s, Ph.D., ground-breaking research on individual and collective defenses in the late sixties and early seventies. The Four Rooms of Change is a theory that deals with change, with what happens with people and organizations in change and transition and how they can influence their own and others change processes. A number of practical and psychological tools have been developed to support people and their organizations to use the theory.



Books by Janssen published in Sweden

The tools can be used on every level within any organization. They can be used individually, with project groups and work teams, in management teams or throughout the entire organization. By using them its possible to identify serious issues and to find ways of handling them. It is also possible to measure the climate for change within the organization. It creates a common language for addressing such matters within the entity using the tools. The tools can be used to support organizational development strategies as well as when working with team development, crisis management or as a climate survey in the organization.



“I understand better now why we are experiencing problems collaborating. This will be very helpful for us while working together in the near future.”

“The Four Room Apartment is definitely the most practical theory I have experienced so far.”

“We are working in a tough and stressful environment. The Four Room Apartment learnings have helped us support each other instead of accusing and fighting”

	LEVEL	TOOL	AREAS OF USE	GROUP SIZES
INTRODUCTION	The short-cut into understanding the theory	Introduction to the Four Rooms of Change	In less than two hours you can create significantly increased understanding about change and how people are affected by stressful, difficult and cumbersome situations and how to act upon them. What makes the learning strong and meaningful is that everyone participates actively and everyone’s personal experiences are used when building the theory. The combination of theory and methodology delivered is unique and very productive – it empowers and energizes even in really bad situations.	Individually Small group, team Department, unit Large groups - several hundreds of people can effectively learn simultaneously.
	Personal development	Personal Dialectics with the Outsider Scale	A very powerful tool for personal development and increased understanding of self and others. It supports greater differentiation, integration and appreciation of personal differences. Excellent in leader development, in conjunction with life and career planning and in team and management training.	Individually Small groups, up to 20-25 people.
BASIC	Diagnosis and action in the entire organization	The Organizational Barometer	With the help of the Organizational Barometer a team, a management group or an entire organization may scrutinize their work climate in a very efficient, participative and dynamic way. Experienced problems and needs are identified and becomes the base for the creation of adequate action plans, virtually implemented on the spot since all involved participates	Small, medium sized, large or very large organizations.
	Deepening the learning in groups and teams	The Team Barometer	The Team Barometer consists of two parts. One is the Organizational Barometer as described above. It is combined with a tool for deepened understanding of group processes. This second part is based upon W.R. Bions theory of groups also known as the Tavistock tradition, in the USA referred to as A.K. Rice.	Teams, project groups and basic business units Several groups can be facilitated simultaneously.
IN DEPTH	Deepening the learning in the management system	The Management Barometer	The Management Barometer has been developed specifically to increase the self-awareness of the management system in the organization. In this tool the Organizational Barometer is combined with assessments around R.A. Dahls democratic criteria, D. McGregors theories X / Y and M. Kets de Vries theories about the psycho-dynamics of organizations and leadership.	A board and/or a management team. All managers, supervisors and the board together.

BACKGROUND- POINTS OF REFERENCE

Claes Janssen, Ph.D., psychologist, researcher and author, internationally reputed since his ground-breaking research on individual and collective self-censorship and defense mechanisms in the seventies. Based on this research Janssen has developed practical and user-friendly diagnostic tools to increase the self-awareness within individuals, groups and organizations. Kenneth Ander and Bengt Lindstrom of Ander & Lindstrom Partners have since 1993 worked together with Janssen to develop and customize the tools for use in most all kinds of social settings, with a special focus on working life. The theory, its tools and methodology are well adapted to modern, well grounded theories on psychology, sociology, democracy, leadership and more.

CERTIFICATION

Only certified consultants, internal as well as external, may buy and use the tools. All certified facilitators have gone through rigorous training including having used the tools on themselves and having used them in groups and organizations for training purposes and under supervision. Certified facilitators become members of the Four Rooms of Change User’s Forum, which provides them with new and updated tools as well as mentorship and annual learning exchange meetings.