

THE FOUR ROOMS OF CHANGE



WHAT IS THE FOUR ROOMS OF CHANGE?

A Theory The Four Rooms of Change is a psychological theory that deals with change, development and learning. It helps us understand and relate to those processes, our own and others'. The Four Rooms of Change provides better focus, concentration and task orientation.

Common language The Four Rooms of Change provides a common language which everyone can understand and use regardless of experience, education, age, religion or ethnic background. Children and adults, pupils, teachers, principals, staff, parents.....
- all can be involved.

Tools With the authorized edition of the Four Rooms of Change comes a set of tools that helps you and your system navigate through change. To clarify your current position, to decide in which direction to go, to orient and lead towards future goals.

Methodology The Four Rooms of Change is a methodology which enables the creation of clear common ground in practice and action. The whole idea of democracy and human rights, participation and responsibility gains real meaning.

Focus The Four Rooms of Change is unique in its capacity to focus people AND business, not either/or but both, on what needs to be accomplished.

Both and The Four Rooms of Change facilitates the process of creating a good enough overview and foresight in a complex reality. It provides control and space enough for managing change, learning and growing into something new and/or different.

WHAT GOOD CAN THE FOUR ROOMS OF CHANGE DO IN YOUR SCHOOL?

- Helps create well functioning teams
- Actively facilitates the tearing down of the basis for oppression and discrimination within each class
- Enhances increased awareness and responsibility and thereby the joy of work among children and adults in the school
- Helps manage stress with increased ability to move towards a healthy balance between stability and significant change
- Significantly reduces bullying and tendencies of bullying!
- Provides much better control of the present situation
- Gets facts and figures front and center. Helps survey the present and build common ground
- Facilitates efficiently the creation of realistic anti-discrimination plans and the implementation of those plans
- Increases efficiency. Through organizational diagnosis and increased self-awareness, confidence increases and thereby the willingness to focus on the task. Change readiness is another name for this
- Increases productivity. More are able to think freer on the desired output and the best way of getting there
- Helps clarify responsibilities and division of tasks between different professional groups in the school including pupils and parents
- Establishes the necessary foundation and environment for continuous improvement

INSTRUMENTS AND PEDAGOGICAL TOOLKITS

Pupils from pre-school up to 4th grade

The Children's Four Rooms of Change

Pupils from 3rd grade

The Class Room Barometer

Team building among teachers and staff

The School Team Barometer

Personal Dialectics with The Outsider Scale

The entire school or school district

The School Barometer

The Management Barometer

Personal and professional development

Introduction to The Four Rooms of Change

Personal Dialectics with The Outsider Scale

LAI – The Life Awareness Index

Add-on tools and assessments

The Family Barometer

The Gender Equality Barometer

The Sports Team Barometer

The Barometer of System Sustainability

The Barometer of Societal Change

Leadership development

Sustainable Leadership in the School

– The Program with Tools that Work.

A 2 + 2 + 1 day program.

For whom ?

Students • Staff • Management • Parents

SOME EXPERIENCIES.....

.... from work with The Childrens Four Rooms of Change

- Better learning results
- Better psychological class room climate
- The contact between each pupil and his or her specific teacher has significantly increased
- The teacher now sees and interprets much clearer each pupils needs and desires
- Bullying has vanished completely – for six years
- The pupils express a more developed form of empathy and are much more at ease with expressing their own feelings and needs
- “My work with The Children’s Four Rooms of Change does not steal time as I thought it would – it gives time”

... from the work with adults

- “We stick to the task more in our conversations – we keep our focus on our main objectives!”
- “Earlier on we talked almost always about the kids, nowadays also about our ourselves”
- “We are supposed to work in teams. Now at last we seem to have a tool that will really help us.”
- “The performance appraisals with the team leaders become more personal and meaningful and the learnings go directly back to the work teams”
- “It is easier today to relate to the really difficult tasks”
- “The Four Rooms of Change supports us in giving and receiving feed-back”
- “As a principal I can now work much more systematically”

WHO WE ARE

Ander & Lindstrom Partners, the organization development consulting company that contributes to efficiency and common humanity in all social systems, especially in school systems and in work life.

We build collaborations that meet highly set professional and ethical criteria. We acknowledge the importance of both the conscious and unconscious processes in human and organizational life.

Here you will find varied backgrounds and professional experience. However, we have strongly recognizable similarities when it comes to values and perspectives on life.

Contact us !

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THE FOUR ROOMS OF CHANGE

IN SCHOOLS



Works for the whole system!

