

# Understanding Holding Environments: Enabling Conditions for Collective Learning

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CMM Learning Exchange

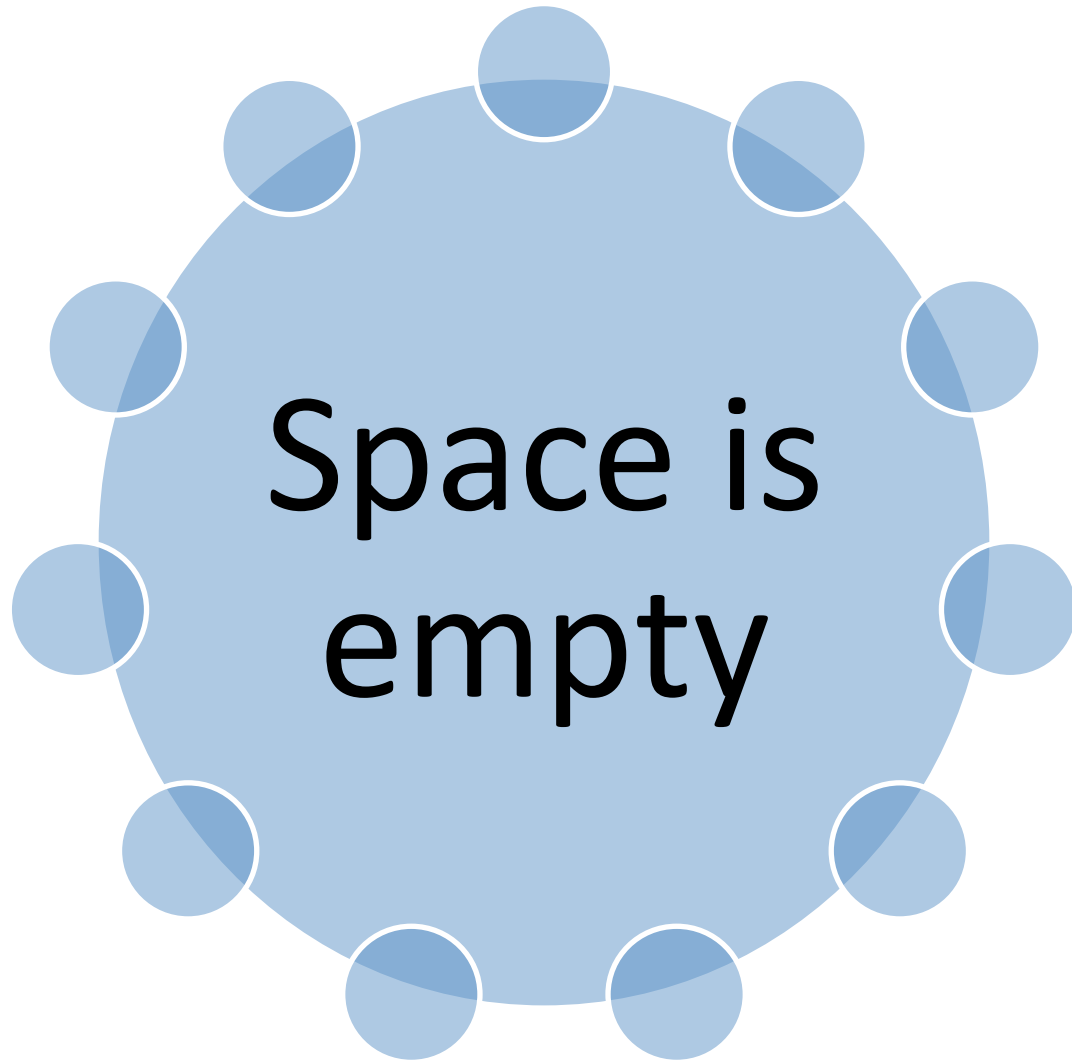
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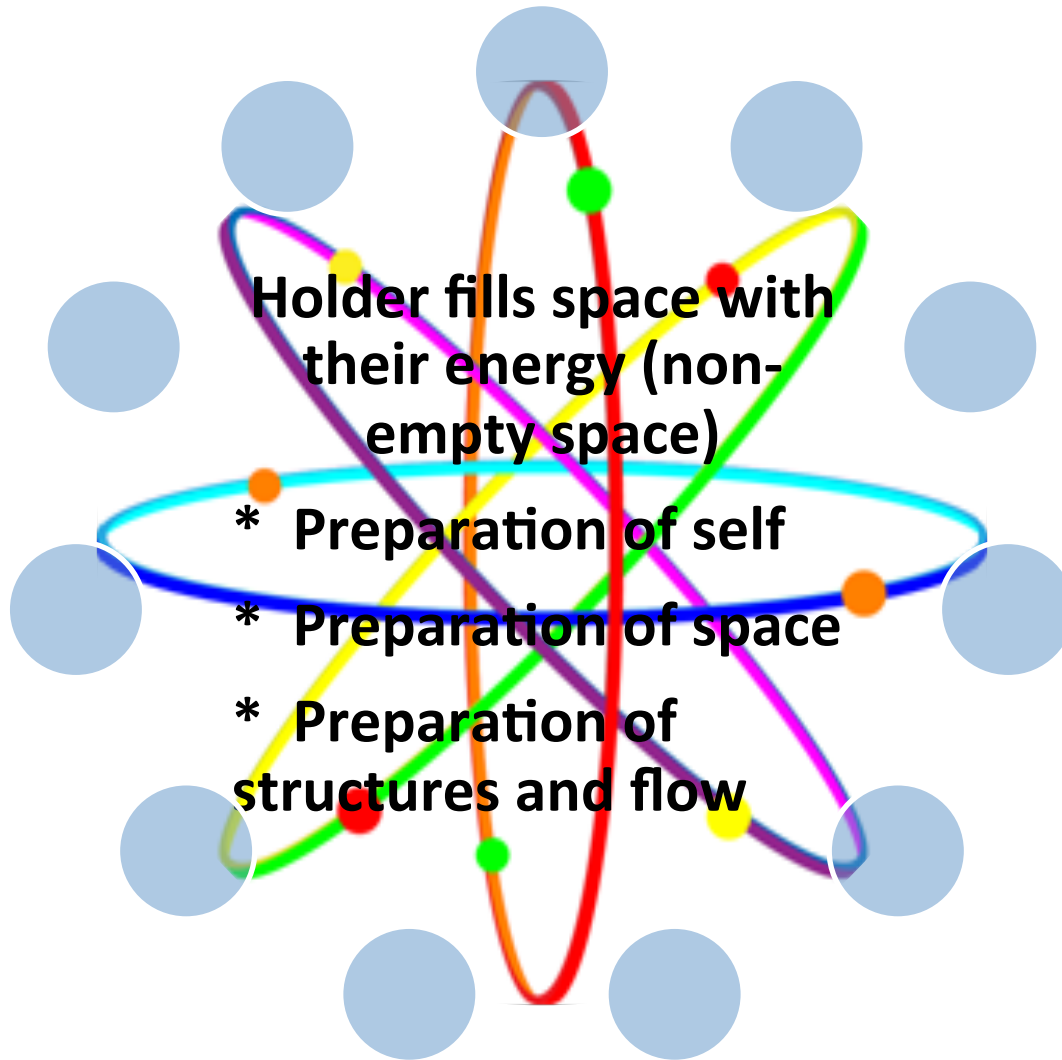
# Theoretical Base

- Donald Winnicott, MD
  - Pediatric psychoanalyst/Object relations
  - Credited with looking at “space between”
  - Coined the term “holding environment”
  - Mother and infant relationship
    - Attunement
    - Focus on infants developmental tasks
    - Containment of anxiety
    - Titrate initial experiences of subject becoming object
- Shapiro & Carr (1991)/William Kahn (2005)
  - Containment
  - Empathic acknowledgement
  - Enabling perspective

# Theoretical Base (continued)

- Scharmer (2009)
  - Questioned nature of collective learning/shifts
  - Focus on social fields (Lewin)
  - Deep listening, letting go/letting come, presence
- Intriguing: Coherence (Morris, 2010; McCraty, 2010)
  - Individual: heart coherence
  - Impact on coherence of others





**Holder fills space with their energy (non-empty space)**

- \* Preparation of self**
- \* Preparation of space**
- \* Preparation of structures and flow**

