

'Reweaving What Matters' Offers Practical Tools for Workplace Transformation

Kathy Coffey Solberg's new book shows leaders and teams how to examine workplace patterns before deciding what needs to change

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EINPresswire.com/ -- Organizations spend enormous amounts of time, money and energy trying to create change. It might be a new strategy, a new training program, or some complex new system. And yet, months later, the problems are still there. Why?



Kathy Coffee Solberg

Kathy Coffey Solberg believes one reason is surprisingly simple. We are often so eager to create something new that we don't first stop to understand what is already there.

“

Kind, direct, and full of dignity, a rare and necessary book for anyone ready to do the inner work that makes outer change possible.”

Parker J. Palmer, author of Let Your Life Speak and The Courage to Teach

In [Reweaving What Matters](#): Practical Tools for Workplace Transformation (Creative Courage Press; Sept. 10, 2026), Solberg shows leaders and teams how to examine the patterns already shaping their workplace before deciding what needs to change. It is for leaders, teams and changemakers who know there are no easy answers to difficult workplace problems, and who want a practical way to understand how they got where they are and what to do next.

Drawing on the ancient art of weaving, Solberg introduces a two-part framework for workplace transformation:

Unweaving: Notice, Clarify, Act

First, take a look at what already exists. What patterns keep repeating? Why did they develop? What purpose might they once served? What are they protecting now? Then, based on what you discover, decide where action is needed.

Reweaving: Envision, Structure, Weave

Only then is it time to begin creating something new. What is needed now? What structures will support it? And how do you weave new ways of working into the everyday life of the organization so that they actually take hold?

Too many workplace change efforts begin with a new vision, strategy, program, or solution. But if no one examines the structures and behaviors that created the current problem, the organization can wind up putting something new on top of something that was never really changed.

Solberg developed her framework through 25 years of working with leaders in business, government, and nonprofit organizations. Her work as a fiber weaver gave her another way to understand what happens inside organizations.

At the loom, she began to see striking similarities between woven fabric and the workplace. The warp is the structure underneath the weaving. Inside an organization, that includes policies, decision-making, resource allocation, information systems, and formal structures. The weft creates the pattern we actually see. In the workplace, that is culture, communication, relationships, leadership behavior and other values in action. You need both.

Changing culture without examining structure can leave the underlying system untouched. Changing structure without attending to relationships and behavior can create a different version of the same problem.

One of the book's central ideas is what Solberg calls the Penelope Principle. The name comes from Penelope in *The Odyssey*, who wove by day and unraveled her work by night. Solberg uses the story in a very different way. Unweaving isn't about tearing something apart. It is about looking closely at what has been created and deciding what should remain. It also means discovering what can be loosened and then what needs to change. Throughout the book, she gives readers exercises, conversation tools and worksheets they can use to put the ideas into practice at work and beyond.



Kathy Coffey Solberg records audio for *Reweaving What Matters: Practical Tools for Workplace Transformation*.

The message of *Reweaving What Matters* is not that workplace change is simple. It isn't. But before rushing toward the next solution, Solberg asks leaders to look carefully at the fabric they already have. Then they can decide what they want to weave next.

About Kathy Coffey Solberg

Kathy Coffey Solberg is a systems-change practitioner, TEDx speaker and author of *Reweaving What Matters*. Founder and CEO of CommonUnity Consulting, she has spent 25 years helping leaders across business, government and nonprofits see what is really happening before they try to fix it. She developed her two-phase practice, Unweaving and Reweaving, at the loom, where she is also a fiber weaver. A certified Human Systems Dynamics practitioner, she lives in Everett, Washington.

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Free companion worksheets are available at kathysolberg.com/resources.

Media inquiries, interviews and review copies available.

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Praise for *Reweaving What Matters* from leaders in systems thinking, organizational development and social change.

Adam Kahane, co-founder of Reos Partners and author of *Collaborating with the Enemy*, describes the method as pragmatic and applicable “at every scale: a team, an organization, a community.”

Bob Stilger, author of *After Now: When We Cannot See the Future, Where Do We Begin?*, contributes the foreword.

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