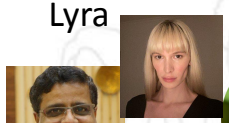
Welcome

Summer Academy Day 5

Lyra



Birgit

Purnendu

Birgitt

Doris

Jason

dominique

Vikram

Huijin

owoon

udy

Thomas

Cynthia

Bora

Margrethe

Annelou

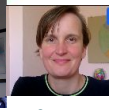
Youngshin

Sapna

Friedemann

Rachel

Nancy



Anna
Caroline

Please take a seat in the circle by writing your name and adding your photo (optional)

Building Your Toolkit

Tools, tips and techniques

List Generated on Day 3

Space for silence

Space for laughter

Whole person process container

Time for all to engage (transfer in) (a great tool to practice Equity)

step out of the comfort zone

Being clear in the language and appreciative and mindful of the what the input

Using art and creativity

Playfulness

People-Centric

Video - Homework - Model

Discovering the definitions of words/concepts together while allowing one to stay with their own understanding

Space between -

All interaction by invitation

No assessment - no pressure - no good or no bad

Accepting climate

Being each others' teachers

Find our own path/understanding/meaning - no goal to agree on ONE "truth"

Sharing hopes & fears

Focusing one thing per one day

Adding to your Toolkit

- Teaching by stimulating thinking
- Not pushing, taking care - which results in more trust
- Creating opportunities to go as deep/high/low/wide as one wishes to share
- Crafting good / life nourishing questions
- Speak about impact and expected results in relation of time invested
- Discern commitment for transformation with sponsors/leaders
- Combine in person and offline work - to stretch the reflection time
- Constant reminder that we are on a learning journey
- Constant reminder that not everyone has english as a first language
- Story sharing (for examples: glads, sads and mads about…)
- Maybe (could go wrong) using cultural stereotypes for a meta-communication about misunderstanding each other (‘we Germans are so harsh sometimes…’)
- MWT tool - especially the community quadrat - as a way to bring up the conversation around - who is here/who is missing
- Timeline

Adding to your Toolkit

Freedom to discuss with others and get clear what is this mean for you.

Setting boundaries - be clear with givens

Go slow to go fast

MWT

Acceptance - openness

Willingness to dismantle from what i know

Don't do multiple things at once

If you don't know, say you don't know

Be open to surprises

Questions

Adding to your Toolkit

- Inviting the whole world
- Taking conscious action? Not leave to chance Actively invite people in. Being willing to send out the conscious energy in the invitation
- Think through steps about access and participation how can communities reach other communities making effort to make sure that effort is made that the different communities who are involved in the issue are present.
- Setting up a life nourishing environment so that everyone feels they are present and fully participates.
- Be aware of engagement levels of different communities
- Person who takes leadership being conscious how they are reinforcing the message -- heart of the leader - Birgitt's comment in the transfer in about contributing through silence
- Circle as a support for changing the structure and allowing people space and and presence
- Freedom
- Personal practices of the facilitator or leader and example. Taking people into your heart meditation and other personal practices to support self to be in the space of love and presence
- Making space for grief Using Cycle of Change/Grief Cycle being aware of grief. (Becoming aware of the shapes of grief) and it can happen in many situations. Exercise muscle of being with grief.

Frameworks for Construction

- Breakout 1: Five Beliefs of Genuine Contact
- Breakout 2: Medicine Wheel Tool
- Breakout 3: Deep Essence Tool
- Breakout 4: Cycle of Transformation

Five Beliefs

1. **We believe that every organism (including the organization) has within it the blueprint for its own optimal health and balance.** We trust the people in the organization to know what is needed for optimal effectiveness. Building on the strengths within the organization is a key to optimal effectiveness.
2. **We believe that focusing on genuine contact enables individuals and organizations to achieve the individual and organizational health and balance that is needed for optimal effectiveness.** Positive change in the organization is directly linked to positive change in individuals. Both are required for sustainable new ways of working.
3. **We believe that Spirit or spirit matters (conscious energy), that through spirit or Spirit all of creation is connected, and that people are precious.** Our experience is that strategies based on these values have exciting, tangible results.
4. **We believe that change with its accompanying loss, grief work, and conflict is constant.** Individuals and organizations that develop mastery in working with change can sustain optimal effectiveness. These leaders and organizations recognize that change cannot be managed, that energy spent trying to manage change is wasted energy, and that productive use of individual and organizational energy is achieved by working with change rather than against it.
5. **We believe in keeping it simple.** Simple frameworks and processes enable success with complex situations. In keeping it simple, we recognize that any sustainable change must begin from the inside and cannot be externally initiated or driven.

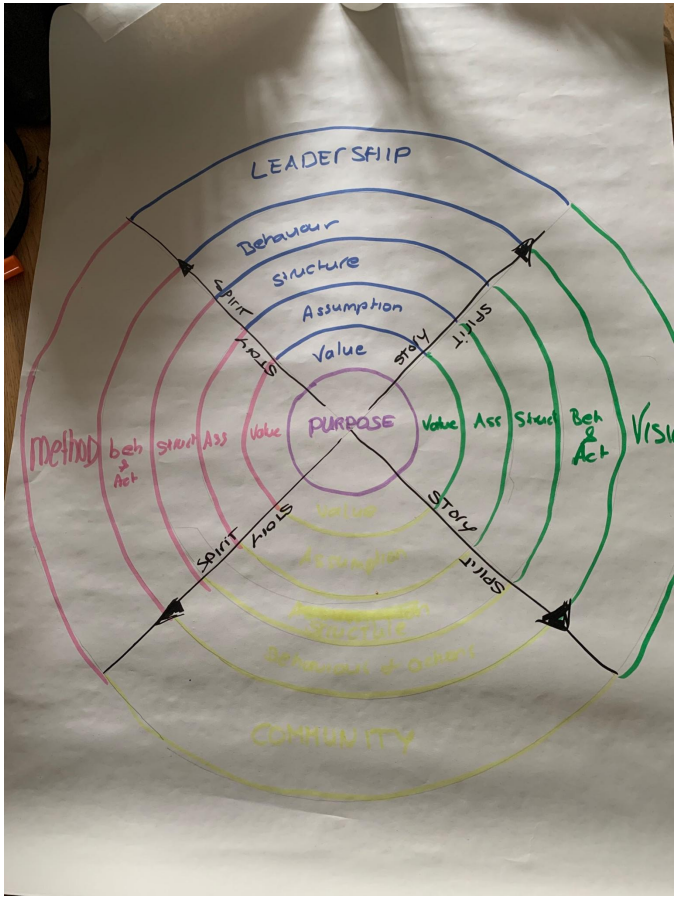
Plan for using the Five Beliefs of Genuine Contact Framework

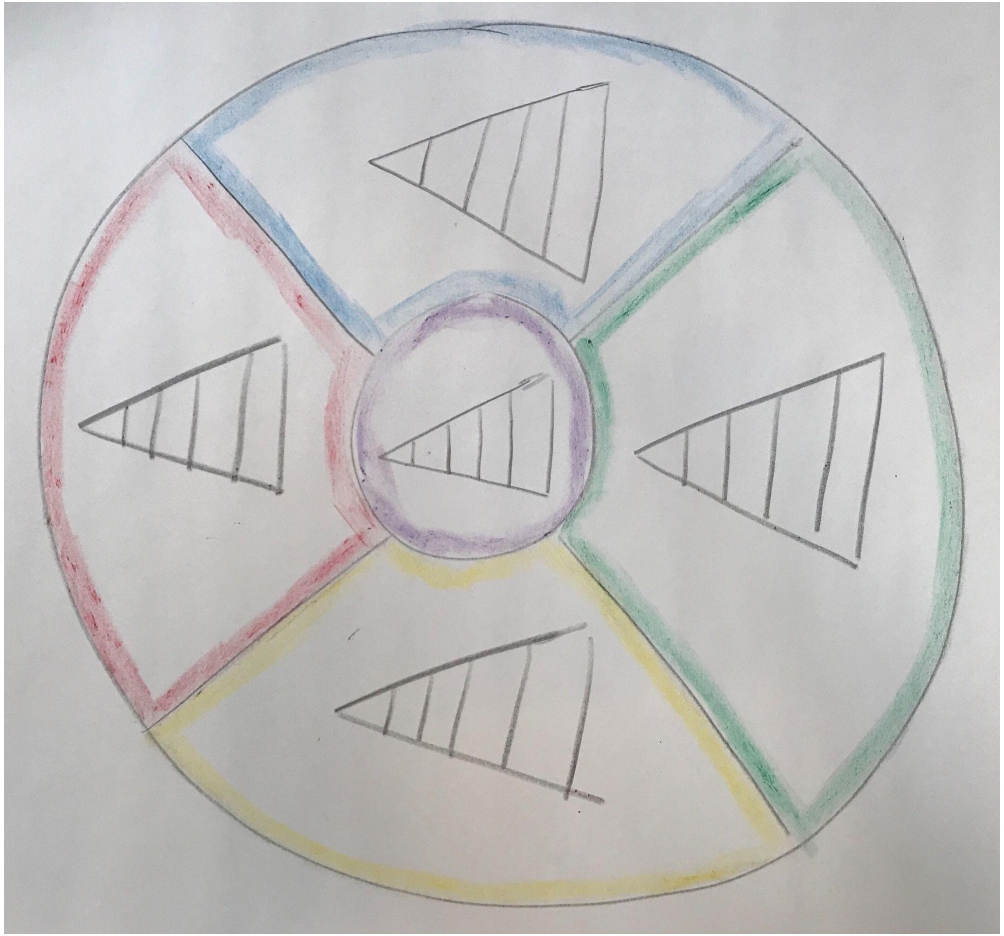
- Keeping it simple: Avoid too heavy theory about diversity
  - Intellectualising is a way to escape the hard (heart) work - the simplicity of Genuine Contact methodology creates a healthy space for this heart work without needing to escape it
- Grief work is the most powerful part in the GC way. We know that conflict is constant. Workshop on the grief cycle helped to understand ‘Where I am’.
- Five beliefs are basis of GC tools
- What if the Five Beliefs were like mantras you put on the wall? To be used as reminders, mantras, guiding ideas for ALL of the work - which can also be returned to when there are problems
- Keep ourselves and teams very strongly connected to the Beliefs, build a strong foundation through the beliefs to get propelled for actions
- Bringing the question of diversity, inclusion, equity and belonging to belief of Individual and collective (Belief #2)

Plan for using the Five Beliefs of Genuine Contact Framework

- Exploring how individual health is connected to inclusive / non-inclusive work environments
- Five beliefs as a catalyst for dialogue about diversity, inclusion, equity and belonging?
- You might use them to diagnose the state of the organization?
- Beliefs are not rules - don’t make a dogma - language matters… what would you see, hear, feel, know IF this were true? Introduce them as a catalyst, just say you pretend or engage with the beliefs as an exercise...


Environment
Leadership
Environment
Relationships
Relationships
Management
Purpose
Vision
Relationships
Relationships
Environment
Community
Environment


LEADERSHIP
Behaviour
Structure
Assumption
Value
PURPOSE
Value
Ass
Struct
Beh & Act
Story
Spirit
Story
Spirit
Story
Spirit
Story
Spirit
Method
beh & Act
Struct
Ass
Value
COMMUNITY



Plan for Using the Medicine Wheel Tool Framework

Can be used in many different ways, with teams, management, coaching.

Discernment phase - setting business goal

Readiness - clarify where the organization wants to go

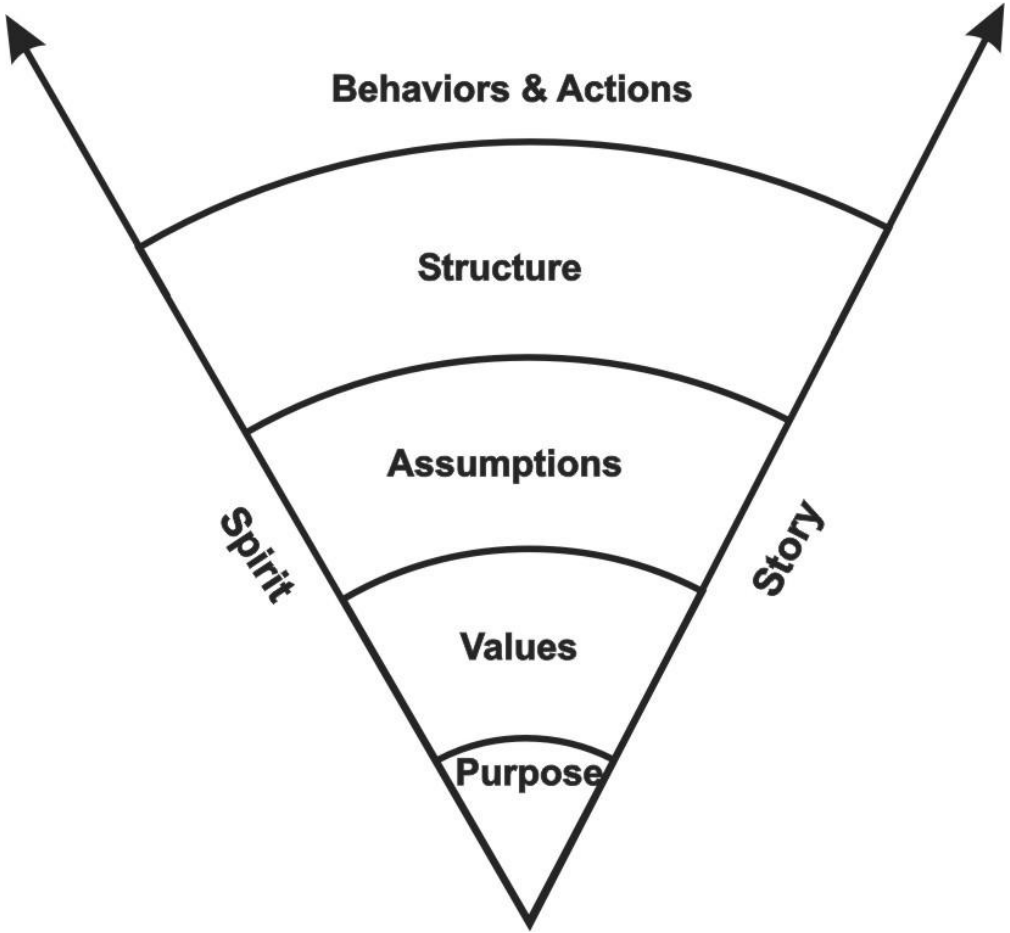
Engagement

Construction

Implementation

Monitoring and adjustment

To plan the OST before the meeting


Behaviors & Actions
Structure
Assumptions
Values
Purpose
Spirit
Story

Plan for Using the Deep Essence Tool Framework

Use to deep essence tool understand. To name something, some situation, some conflict. To fix a problem. As a group, as person, a team, an organization.

Situation: Conflict about who is expected to deliver what, people do not what to do, leader expect delivery, nobody delivers.. What to do?

Plan: Would use to find WHY? Find the purpose. Find things in common.

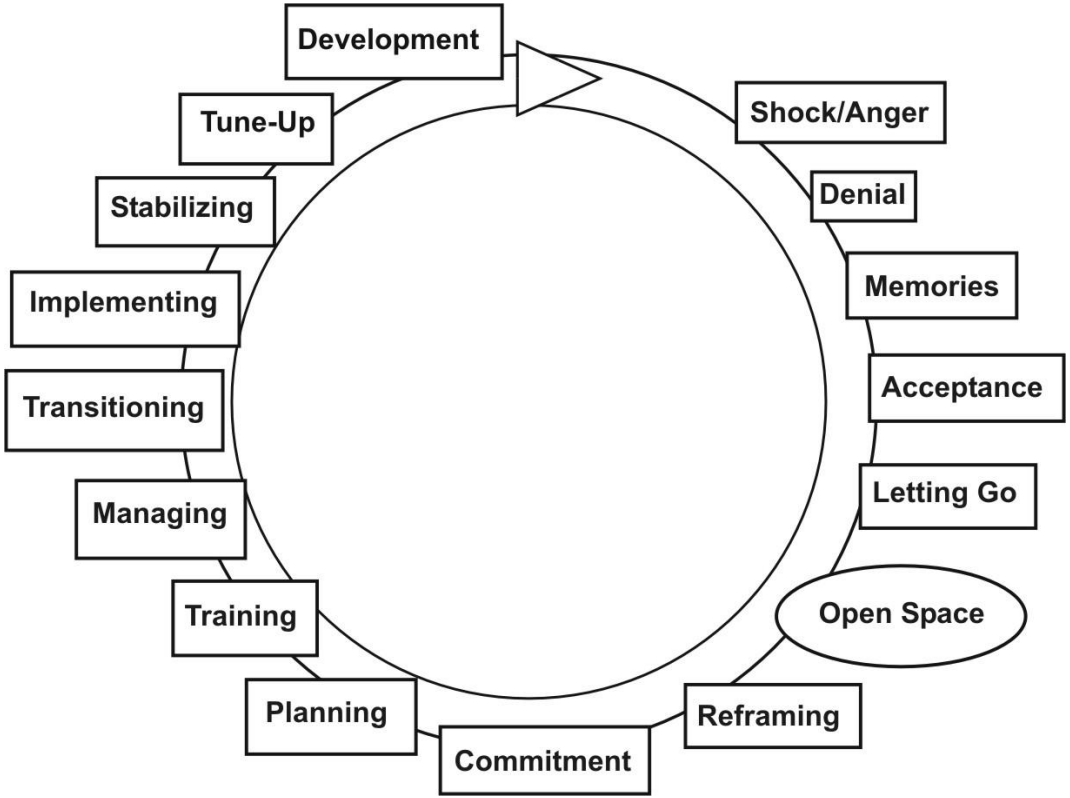
Show what people have in common.

Storyline - what I understand of…?

What is the problem? What has happen? What is my goal?

Keep it simple and true.

Explain a situation - engagement in something:


Development
Shock/Anger
Denial
Memories
Acceptance
Letting Go
Open Space
Reframing
Commitment
Planning
Training
Managing
Transitioning
Implementing
Stabilizing
Tune-Up

Plan for Using the Cycle of Transformation Framework

Use it as a monitoring and adjusting tool (not to push)

Use as a design tool

Use it as a process, lifecycle - transformation might happen over multiple iterations of the cycle of transformation

Use it to create belonging , Asking ‘how are you doing ?’ makes you feel you belong

Day 5 Homework

- Continue your reflections about construction, implementation, monitoring & adjustment.
- Review segments on Construction, Implementation, and Monitoring & Adjustment