



ACTION and INTEGRATION

Bringing it all together

Homework Reflections

- What is shifting for you in terms of “dissent”? Share your reflections from your homework



Our time today

- Reflection on our intention for the 4 sessions
- The big question about **commitment**
- Appreciating our **gifts**
- What shifts do I need to make to move from leader to convenor?
- What micro steps can I take to begin the work?



Reflection on intention

- Our intention for this workshop was that after 4 sessions you would be operating from a different space in terms of your current context
- You would be willing to risk some new ways of working
- You would be guided by the following principles:
 - I. **From scarcity to abundance (possibility)**
 - II. **Your contribution to the desired future (ownership)**
 - III. **Dissent is not betrayal or disloyalty (Dissent)**
 - IV. **Good enough is good enough (Our gifts)**
 - V. **What am I willing to try right now?(Commitment)**
 - VI. **How we get the right people into the room (The Invitation)**

Commitment

What are you willing to commit to for the benefit of your community without asking for anything in return ?

It is not about barter or pay offs !!



A story about commitment

- Think of an incident in your life when you broke a commitment or someone broke a commitment to you
- Share the story in your group
- Reflect on what it cost you and the other person. Why was the commitment broken ?
- What was the cost to yourself and the other ?

Commitment

- Not barter or trade off
- Do not go too quickly to ask people what they are willing to commit too- weave the “fabric” first
- Made one person at a time
- A commitment to peers is more powerful than a commitment to your boss
- Do not commit anyone else –let people own their own commitments
- A refusal does not lose you your seat at the table – lip service does
- Can be renegotiated if something changes
- Something bigger than your self interest- embracing your care for your community.

YOUR GIFTS 😊

What is it about yourself that few people know about ?

A talent

A skill

A hobby

A passion

Please write this into the chat. There can be more than a single thing

GIFTS -EVERY TIME WE GATHER THERE NEEDS TO BE SPACE FOR DISCUSSION ABOUT WHAT GIFTS HAVE BEEN EXCHANGED

- What gifts have you received from others in this room. Tell the person in specific terms
- What has someone done in the small group today that has touched you or been valuable for you ?
- What is the gift you hold in exile ?
- What is it about you that no one knows about ?
- What is the gift that you have that you do not fully acknowledge ?



The sharing of gifts

- When we share gifts at a gathering we are building ownership of the room that the gathering is taking place
- An appreciation of talents and skills in the community that make us feel that “we are enough and abundant”
- Builds the social fabric of the community – we use the gifts to support each other to be seen heard and loved
- We do not know what gifts people have until we ask and create the right context for the sharing



Our task ?

To bring the gifts of the community from
the margin into the centre of the room

Reflection integration and evaluation

Guidelines

- You will need your journal and a pen to write down the questions
- 2 minutes to respond to the question - just put pen to paper. This is not a test
- Once you have answered one question, we will give you the next question until you have responded to all of them
- Open the link in the chat and take 5 minutes to fill in the evaluation form
- Hear the echo



Reflection & integration

Reflection and integration – 4 questions

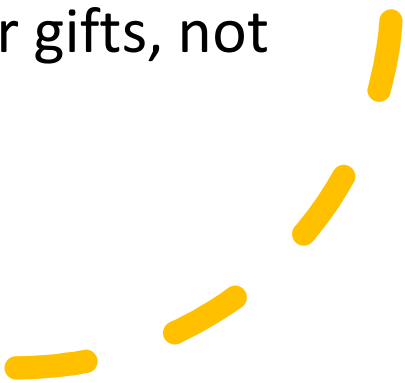
Thinking of our time together so far:

1. What is clearer for you in terms of working with others(your community) to bring possibility into the world?
2. What are 2 or 3 things that you would like to make more central in your leadership journey?
3. 1 or 2 small-actions that you can take in the next day or 2 that will put you on the path of possibility?
4. Please fill in the evaluation form now by clicking on the link.



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Naming the process

- Commitments are made one person at a time
 - It is not about barter or trade but a commitment because you care about your community
 - Your role as convenor is to bring the gifts of community from the margins into the centre
 - Communities are defined by their gifts, not by their deficiencies
- 
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To create a
community of
accountability
and belonging
we seek
conversations
where the
following is true

- An intimate and authentic relatedness is experienced
- The world is shifted by invitation rather than by mandate
- The focus is on the communal possibility
- There is a shift in ownership even though others are in charge
- Diversity of thinking and dissent are given space
- Commitments are made without barter
- The gifts of each person and our community are acknowledged and valued


The six protocols of convening

- The small group is the unit of transformation
- Purpose has to go beyond money and financial success
- Questions are more important than answers
- Conversations amongst peers is more powerful than conversations with the boss
- Mutual affirmations are critical
- People are defined by their gifts- not by their deficiencies



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What are
you willing to
commit to ?

- Review this program a minimum of once per week for three months, so you HEAR it all.
 - Work with the material and activities at least one hour per week for fourteen weeks in a row to build a solid habit.
 - Make a personal commitment to get the most from your investment . . . you spent the time and you deserve to get back as much as you can for it.
 - Anything that you are ready to commit to ?
- 
- A series of four yellow curved dashes in the bottom right corner, arranged in a diagonal line from bottom-left to top-right.

Final
homework...one
last time 😊 (2
slides)

- **Gratitude**

Thank you so much for being such a great group to work with.
You all have an A !

These are the final pieces that will enable us to close this piece of work that we started together/

- **THE evaluation**

- **PLEASE PLEASE** take the time to fill in the questionnaire by following the link to google forms(if you have not already done so) It will take you no longer than 7 minutes but it will be extremely useful to the 6degree team as we plan to roll this programme out nationally. Your input will be gratefully acknowledged. Just cut and paste this link on your browser and it will take you straight to the form. We suggest that you do this today whilst the work is still fresh in your mind 😊

- <https://forms.gle/vawpZ14gvzrLhsLg6>



Support

Essential reading

The Restorative Community – a civic engagement resource (**Your LPF will forward you the pdf file.**) This is really a powerful read and will cover a lot of the thinking behind the community building work that we facilitate when we have the full two-day face to face workshop. It is an easy read and will be useful a reference point when you are stuck or unsure 😊

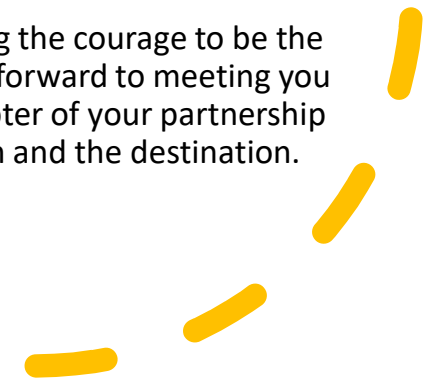
- **Virtual resources**

Utube is an amazing source for new thinking about education, community and leadership. And it is FREE! Peter Block has several short video clips that capture the essence of community building.

- **Ongoing support from the 6degree team**

As you engage your community to bring possibility and abundance to your partnership and the work that you have chosen to do in the world please know that we are walking alongside you. If you want to chat about anything or need clarification of any of the concepts please do not hesitate to reach out to us and we will support you the best way that we can.

On behalf of the 6degree team we want to thank you for having the courage to be the first circle. It has been our privilege to work with you. We look forward to meeting you at some time in the future. As you move towards the final chapter of your partnership know that this journey never ends, the journey is both the path and the destination.





Additional slides – a resource

In virtual sessions it is not always possible to address all our dilemmas and questions. This deck contains slides that have not been covered during our session but that we thought might be useful for you.

You may add your own slides here and use this deck provided it is acknowledged



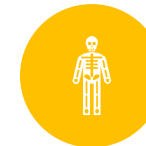
Understanding the
new role of leadership
in times of crisis



Creating an
awareness of us
convening our
community



Shifting our
challenges to
possibilities



Moving to action:
“can’t do” to “can
do”



Co-creating a
future with our
community

Questions for commitment

- What promises am I willing to make ?
- What measures have meaning for me ?
- What price am I willing to pay ?
- What is the cost to others for me to keep my commitments or fail in my commitments?
- What is the promise that I am making that constitutes a risk or major shift for me ?
- What is the promise or commitment that I am unwilling to make ?

