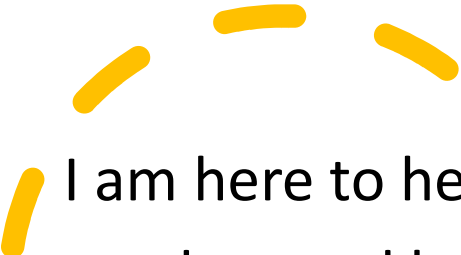


# The Structure of Belonging

Moving from crisis and challenge  
to abundance and possibility





I am here to help you to:

- understand how to harness the power, innovation, creativity and gifts of communities you work in
- Shift the current narrative of scarcity and deficit into a co-created future of abundance and possibilities



Making  
schools the  
centre of  
community

Getting connected...

Say Hi 😊

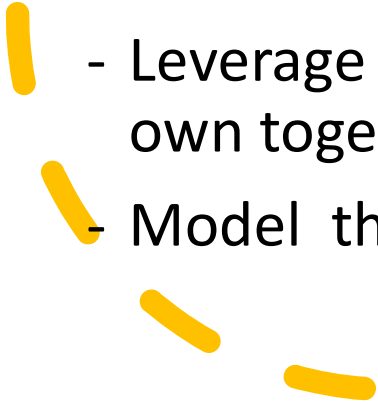
What do you leave behind to be fully present here today ?



# Boundaries and expectations

## My role

- Give you information and ideas about community building and how to structure belonging
- Answer all your questions that you might have about the process
- Keep you engaged throughout the sessions
- Leverage your wisdom and experience to create a space that we can own together
- Model the process of convening rather than leading






# Boundaries and expectations

## Your role

- To participate fully in the sessions
- To ask questions if you require clarification or need more information
- To take responsibility for your own learning
- To contribute to the learning of the group
- To be open to new ideas and possibilities and be willing to risk and experiment





BY THE END OF  
THESE 4  
SESSIONS...

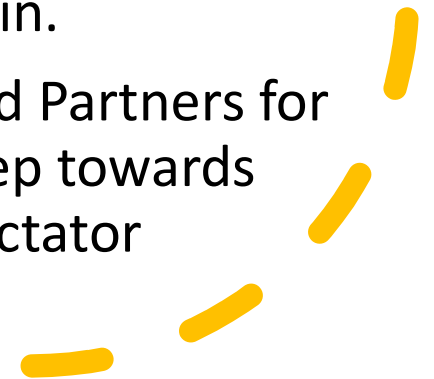
- Have a good understanding of the context of the “stuck” community” versus the transformative community
- Understand and experience the power of the six conversations that matter
- Experience the power of shifting your leadership from expert to convenor and from” power over” to “power with”
- Be able to convene transformative gatherings where the future is co-created
- Have practical tools and techniques that you can apply everyday to tap into the collective wisdom of your community

Why is this  
important  
for you ?

In a world where inequality, fragmentation and self interest are placed above the “common good” leaders are being called upon to disrupt the current model of control and patriarchy and seek new ways of contributing to a kinder, more compassionate and caring world.


The present global pandemic has highlighted the notion of a “common humanity” and that we have to act seriously as leaders who have position and power to bring this new way of leading into every room that we are in.

The fact that you stood up and joined Partners for Possibility is already the first bold step towards engagement rather than being a spectator



A large orange shape on the left side of the slide, consisting of a rectangle on the left and a quarter-circle on the right.

## Some principles to guide us

- Speak only for yourself-take ownership
  - Instead of judging try to ask good questions
  - Be aware of your airtime in the breakout sessions-let everyone be heard
  - Use the chat function to raise questions at any point-I will be watching the chat.
  - Use the “raise hand” if you want say something or make a contribution
- 
- A decorative yellow dashed line in the bottom right corner, consisting of four curved segments.



# Methodology –how we will work

- The sharing of stories and personal experiences (small groups)
- Sharing personal insights and learning in service of the whole group
- Inputs from facilitator based on “The structure of belonging”
- Resource slides
- Homework between sessions

*The greatest gift to each other is your presence and the willingness to share deeply !!*



# THE ART OF CONVERSATION



LISTEN



ENQUIRE



REFLECT



SPEAK

How do you listen ?



# Levels of listening

Listening to  
respond

Open mind

Open mind+ open  
heart

Open mind + open heart+  
open will

# Session 1


## Connection

- Creating a space to be **seen, heard** and **loved**. These are the primary ingredients for connection in community
- Creating a space **to tell our stories**

By telling our stories in community, we heal ourselves (the “I”), one another (the “we”) and build social fabric and connection to create a future distinct from the past (the “work”).



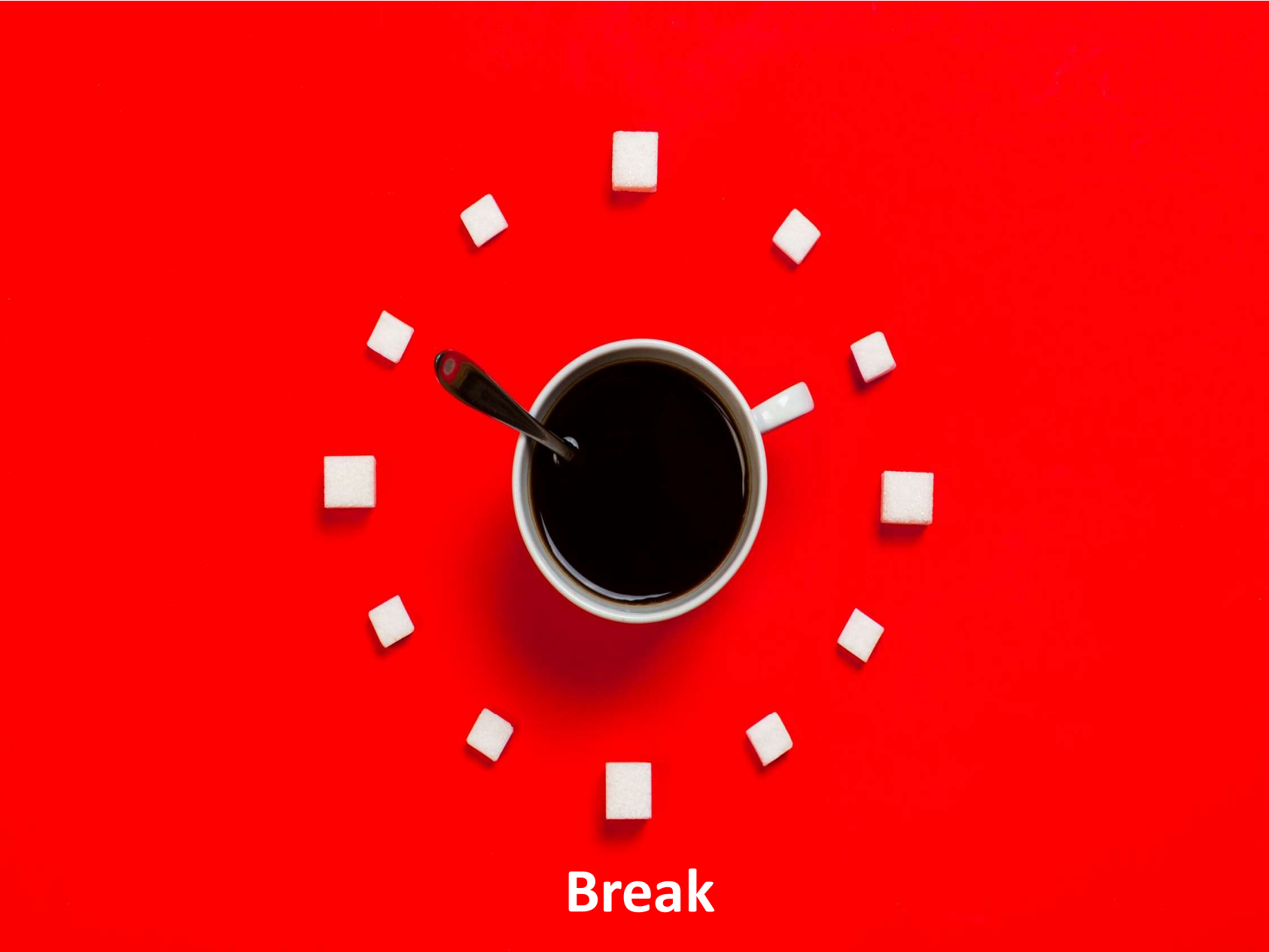
## 4 QUESTIONS TO START THE CONVERSATION

- How valuable an experience do you plan this to be ?
  - How much risk are you willing to take ?
  - How participative do you plan to be ?
  - To what extent are you invested in the wellbeing of the whole ?
- 

# Checking in with myself

- Given everything that is happening around you right now, where are you at?
- What is important for you right now?





**Break**



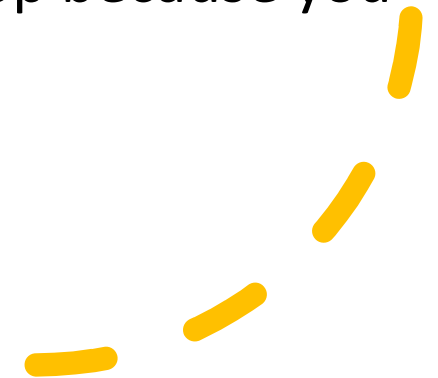
# Crossroads Conversation



# Crossroads Conversation

You have been at many crossroads and overcome great challenges in your life. These moments of crisis have prepared you for whatever you may face – including *this* crisis.

1. What are some of your life-stories of how you overcame great challenges?
2. What strengths did you develop because you overcame?



What does  
community  
mean to you

- Share a story of a community that you belong to that brings you great joy ( family, friends, social club, religious community, work team).
- What makes it so special ?





# The stories of others

What are the stories you are hearing from others that you interact with in relation to the present global crisis and how it is impacting their lives ?

What is your contribution to the story ?



Bringing it all  
together

---

What does all this have to do with  
school and community ?Your  
leadership?

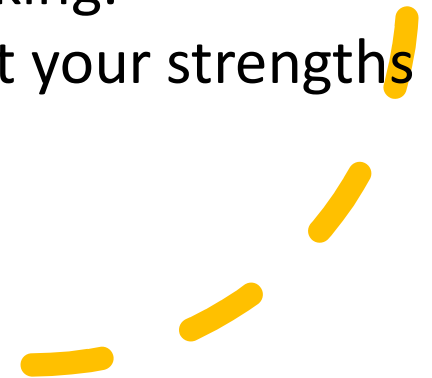
---

What struck you about how we  
worked today ?



## Naming the process

- The check in and welcome-being present together
- All voices spoke-everyone was seen, heard and loved
- The small group is the unit of transformation
- You worked with questions that were personal, ambiguous and anxiety provoking.
- You recognised & talked about your strengths and gifts with “strangers”
- You owned what you shared



# Homework

Reflecting on what you have experienced and shared today, reflect in your journals on the following:

- The difference between working in the big group and the small group
- The power of stories (yours and theirs )
- What did you find useful when you work with your community in the future

Write your reflections in your journal and be ready to share it in our next session.

Please watch:

1. The Art of Possibility video (<https://www.youtube.com/watch?v=yvJVsuux3SA&t=1142s>)
2. [t](#)
3. The Harrismith story(<https://www.bbc.com/news/av/world-africa-51479450/harrismith-south-africa-a-town-fixing-itself>)



## 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.



# LEVELS OF LISTENING

---

## 1) **Downloading** – Our old *“listening habit”*

Listening to respond – not to understand

---

## 2) **Factual Listening** – *Listening from outside*

precise listening, noticing what is different than we expected it to be  
**“Open Mind”**

---

## III. **Empathetic Listening** – *Listening from within*

connecting with another’s experience on an emotional level  
**“Open Mind & Heart”**

---

## IV. **Generative Listening** – *Listening from source*

connecting with the power of emerging future possibilities, sensing a shift in identity  
**“Open Mind, Heart & Will”**


## Powerful questions- 3 principles

- Personal
- Anxiety provoking
- Ambiguous

Questions must leave space for individuals to interpret it however they want to- without judgement or a need to be corrected



# Higher Level Objectives

- To shift your leadership role from expert to convenor
  - To raise conscious of your role as a trusted leader in my community and what this means to you personally
  - How to tap into our collective wisdom in order to create a future distinct from the past
  - Experience a radical but simple structure and process to guide the convening of powerful and transformative gatherings
- 

# The six protocols of convening

- The small group is the unit of transformation
- Conversations amongst peers is more powerful than conversations with your boss
- Questions are more important than answers
- Purpose has to be more than just about money
- Mutual validation is important
- People must be defined by their gifts and not their deficiencies



The six  
conversations  
that are  
transformational

- POSSIBILITY
- OWNERSHIP
- DISSENT
- COMMITMENT
- GIFTS
- THE INVITATION

Without these elements it is “just talk”-  
interesting, but creates nothing new in the  
world.

