

**ART OF PARTICIPATORY
COMMUNITY BUILDING
WORKSHOP
10 - 12 APRIL 2019
COBURG, VICTORIA**



**HOW CAN WE BUILD ON OUR DIVERSITY FOR A CONNECTED AND
THRIVING COMMUNITY?**

The Art of Participatory Community Building Moreland Harvest 2019 10-12 April Oxygen Youth Services, Coburg

Core Team: Dee Brooks and Michelle Dunscombe (Jeder Institute) and Bernadette Heatherington (Moreland City Council)



Thank you to Moreland City Council for supporting the training of practitioners and community members to support collective learning.

Hosted by: Dee, Michelle and Bernie

Attended by: Matt, Nisha, Leonie, Wennie, Jeremy, Lori, Sarah, Fabiola, Rachel & Mark

BACKGROUND

Many of the challenges faced by individuals and communities require transformational change, which can best be achieved by focusing on the strengths within. Ways to access and build on these strengths include:

- Citizen & Community-led Initiatives
- Asset-based or Place-based projects
- Collective Impact & Action work
- Co-Production, Collaboration & Community Conversations
- Participatory Citizen's Juries, Participatory Budgeting, & more

Over the 3 days of this Art of Participatory Community Building workshop, met at Oxygen Youth Space in Coburg, Victoria and experienced how to blend Asset Based Community Development with a range of powerful strengths- based approaches to community work and complementary methodologies to create powerful outcomes and left with practical tools & skills on how to:

- Focus on assets and strengths rather than deficiencies
- Discover ways to blend methodologies
- Build effective partnership strategies
- Increase confidence in hosting group work
- Form powerful enquiries and proposals
- Explore group dynamics and decision-making

UNDERPINNING FRAMEWORKS

Participants learned ways to weave, embed and sustain ABCD with many of the following strengths- based and participatory practices through co-design and collaboration processes and how to move from dialogue to action to discover ways to address complex challenges via innovative solutions. Some of these methods were:

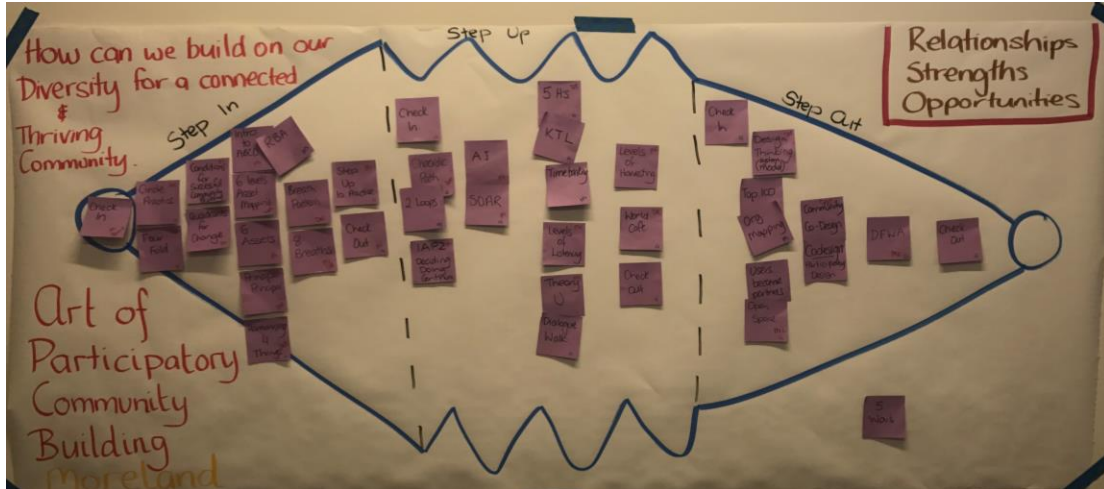
- Asset-Based Community Development (ABCD)
- Results Based Accountability (RBA)
- Design Thinking
- Art of Hosting & Harvesting Conversations & Work that Matters
- Circle Methodology
- World Café
- Open Space Technology
- Appreciative Inquiry & SOAR
- Graphic Harvesting
- DEC Thinking & Breath Patterns
- Presencing & Theory U

Throughout this document, you'll find the "Harvest" (essence) of what occurred and how participants stepped up to practice, in a short time, through deep and intentional invitation.

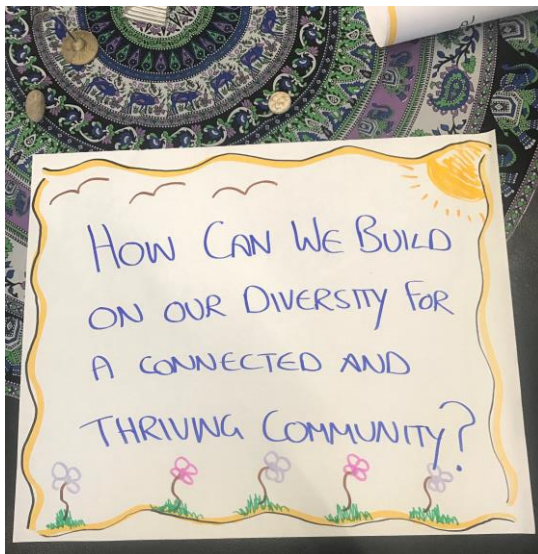
More information on the processes and practices can be found in the AoPCB Guidebook, which you can download for free here: <http://jeder.com.au/art-of-participatory-community-building/>

Design day

The workshop core team of Dee, and Michelle met at Oxygen Youth Space on Tuesday 9th April for a day of design, based on the principle that it is common sense to get stakeholders together when designing for the common good. The design day planning poster we left up over the 3 day workshop for transparency and to support the flexibility and movement of content.



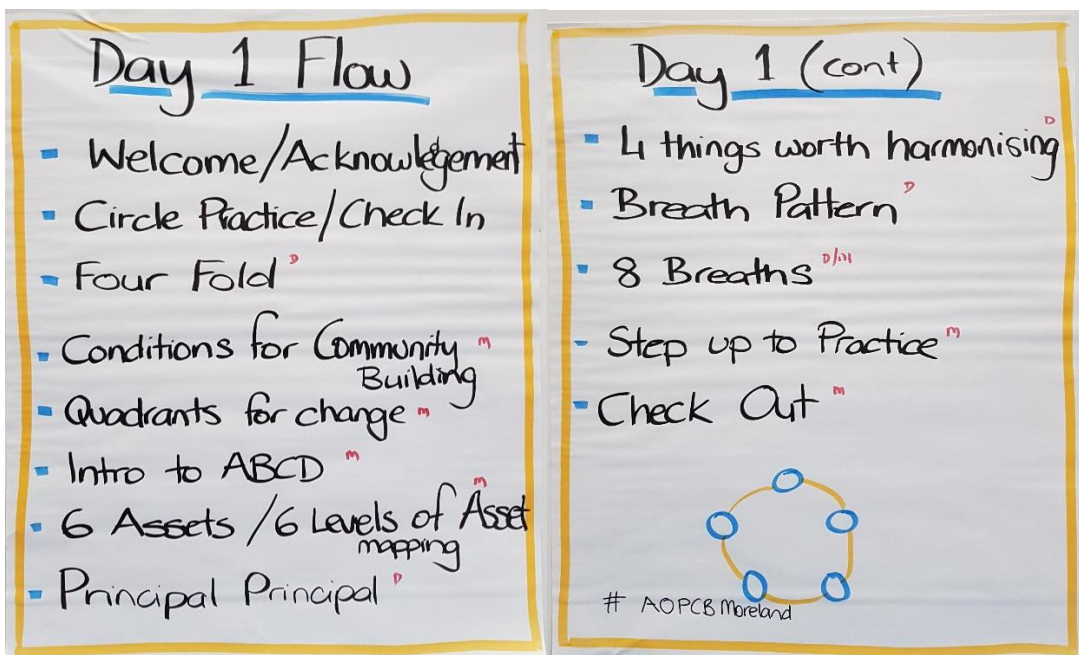
We were guided by a co-created Flow and considered the principles we might work with, together, when co-hosting the week of training, before moving into the design.



DAY ONE

Welcome and Acknowledgement

Bernadette from Moreland City Council welcomed Dee, and Michelle (the Facilitators) and participants to Coburg and acknowledged the country we were meeting upon the lands of the Wurrundjeri people of the Kulin Nation and paid her respects to elders past, present and emerging.



Overview

Michelle followed the welcome by introducing herself and invited Dee from the hosting team to introduce herself.

Dee explained the broad Flow of “step in, step up and step out” which would be the pattern that the 3 day training would follow and then introduced the processes and practices that would be covered on day one; Circle Practice, check-in, some of the Art of Hosting’s foundational practices, an overview of ABCD, Design Thinking, Asset Mapping, Discovering Care, 2 Paths and 2 Solutions and would end the day with an offer for participants to step up to practice which, would then be followed by a check out of day one.

Circle Practice

Dee introduced Circle practice and the principles behind sitting in circle, which is an ancient form of meeting that has gathered human beings into respectful conversation for thousands of years. The circle has served as the foundation for many cultures.

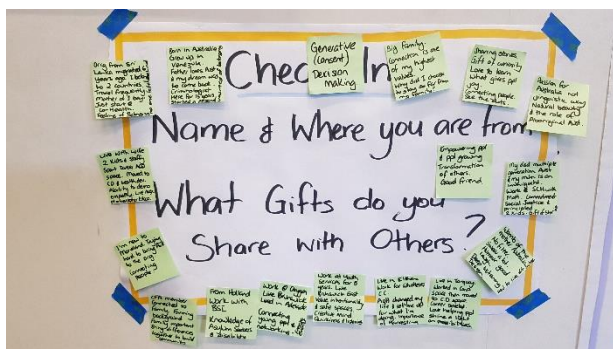
The components of circle:

- Intention
- Welcome or Start-point
- Centre and Check-in or Greeting
- 3 Practices
 - Speak with Intention
 - Listen with Attention
 - Tend to the well-being of the group (remaining aware of the impact of our contributions)
- Check-out and Farewell

Check-in:

Bernie hosted the mornings check in by inviting people, one by one, using a Talking Piece, to respond to the following questions:

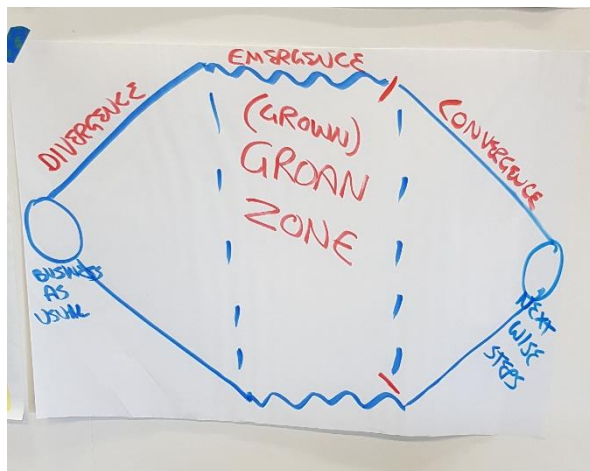
- Your name and where you are from?
- What gifts do you share with others?



Participant Responses:

- Originally from Sri Lanka - migrated 6 years ago - I belong to 2 countries - travel frequently - mother of one boy - just started at co-health - feelings of belonging - no one left behind
- Born in Australia - grew up in Venezuela - father loved Australia & my dream was to come back - criminologist - here for 15 years - started a personal journey of belonging
- Big family - connection is one of my highest values - why did I choose to be so far from my family?
- Sharing stories - gift of curiosity - love to learn what gives people joy - connecting people - see the dots
- Passion for Australia - not jingoistic way - natural beauty & the role of aboriginal Australia
- Empowering people & people growing - transformation of others - good friend
- My dad multiple generation Australian & my mum is an immigrant - work with SCH with Matt - commitment social justice & principled - 2 kids - gift of sharing
- Womb of the mother - Australia - no filter - swear a lot - humour good laugh - deep listening - design - how to live out of suitcase
- Live in Torquay - worked in corporate space then moved to CD space - career develop - love helping people shine a light on possibilities
- Life in Eltham - work for Whittlesea CC - AoH changed my life & set me up for what I'm

- doing - importance of harvesting
- Work at youth services for 5 years - live Brunswick East - value intentionality & safe spaces - creative mind - quirkiness & listening
- Work at oxygen - live in Brunswick - lived in Adelaide - connecting young people & networking - freeza events
- From Holland - work with BSI - knowledge of asylum seekers & disability
- CFA member - connected to family - farming background - family important - bring differences together to build community
- I'm new to Moreland - trying hard to bring AoH to the org - connecting people
- Live with wife 2 kids & staffy - spent career AOD space - moved to CD & health dev - ability to demo empathy - live music photographer & doco



Breath Pattern - Divergent, Emergent, Convergent

Dee introduced the Breath Pattern otherwise called Divergent, Emergent, Convergent (DEC) Thinking.

In entering into an inquiry or multi stakeholder conversation we operate with three different phases in the process— divergent, emergent and convergent. Each of these phases are different and it is important for a host to know where we are in the process and what is needed in each phase.

The three phases are different ways of thinking and working that is complementary. They can be likened to the three phases of breathing: breathing in (lungs expanding/diverging) holding, breathing out (lungs contracting/converging). Divergent and convergent ways of thinking and working are complementary and different.

8 Breaths of Design

Michelle and Dee walked everyone through the 8 Breaths of Design a process from the Art of Hosting community. We discussed the process of each of the breaths and how to apply the process in our work.



1. The Call
2. Clarify
3. Invite
4. Meet
5. Harvest
6. Act
7. Reflect
8. The breath that holds it all

For more information visit the [Art of Hosting](#) online community.

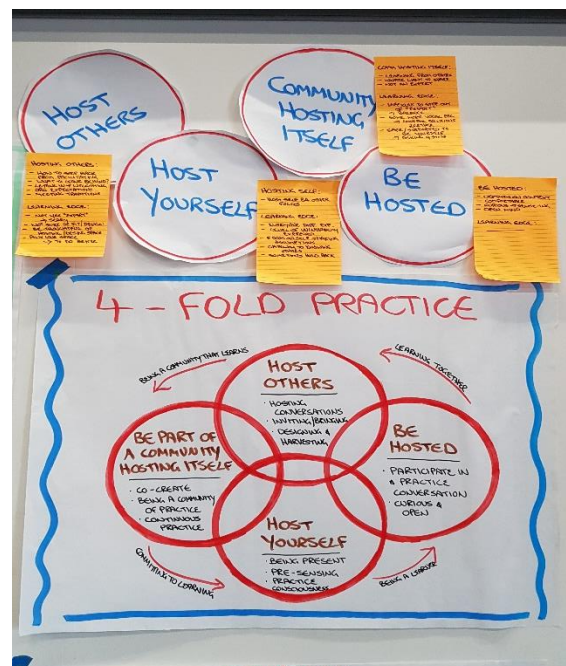
Four Fold Practice

A practice means actively and regularly doing something to maintain or enhance a skill or ability. Being truly present, engaging skillfully in conversations, being a good host of conversations and engaging with others in co-creation are all practices or skills that are easily understood, but it takes continuous practise to hone these skills.

There are four basic practices that are foundational to the Art of Hosting and Participatory Leadership:

- ❖ Hosting self
- ❖ Being hosted
- ❖ Hosting others
- ❖ Being part of a community hosting itself

Dee invited people into a 4-Fold activity where participants were asked to move to the Fold where they felt their passion/like/interest was strongest, or most comfortable, and to have a discussion with others who joined them. After a time, people were then asked to move to where they felt their Learning Edge was and engage in a second discussion with whoever else joined them there. After each discussion, participants offered feedback about the essence of their conversations.



Participant Responses:

4-Fold:

Self: host self before other folds

Learning edge: everyone different experience - level of vulnerability expressed - focus on self; making assumptions - gateway to knowing others - sometimes hold back

Be hosted:

Depends on context - comfortable - curious - sensing - open mind

Learning edge - (no one joined)

Host others:

How to step back from facilitating - what to leave behind? - letting in / welcoming - org expectations - meeting traditions

Learning edge: not yet "expert" - scary - not sure of fit / design - be thoughtful of Hosting / design space - anxious space / to do better

Community:

Learning from others - innate want to share - not an expert

Learning edge: difficult to step out of "expert" - balance - some more vocal people - look for solutions together - safe / supported to be yourself - asking questions

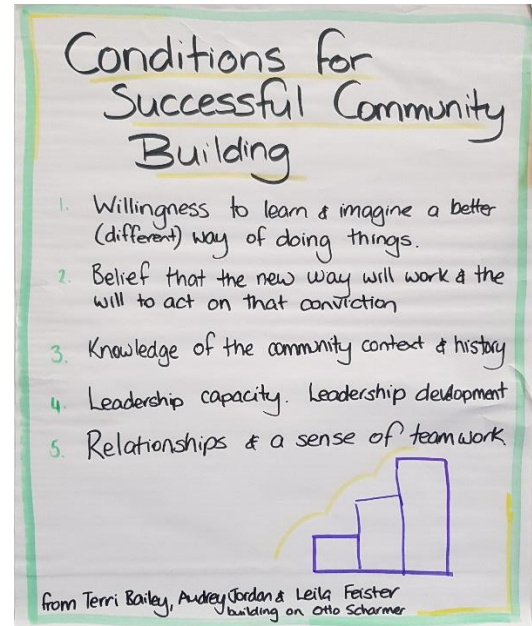


Conditions for Successful Community Building

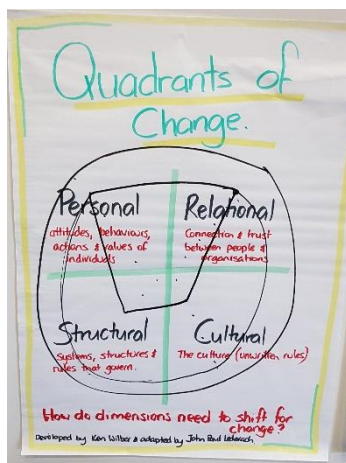
Michelle shared the **conditions for successful community building** from Terri Bailey, Audrey Jordan and Leila Feister and build on work by Otto Scharmer (Theory U) to consider and reveal the "essential conditions" needed for successful community change initiatives, because community change doesn't exist in a vacuum.

Among the most essential conditions are:

1. **Willingness to learn and imagine a better way** of doing things.
2. **Belief** that the new way of doing things will work and the will to act on that conviction.
3. **Knowledge of the community context and history**, especially the nuances and impact of race, politics, social networks and other initiatives or programmes that have operated in the area.
4. **Leadership capacity**, along with continual efforts to develop and replenish the supply of community leaders. The process of becoming a leader prepares stakeholders to participate in a democratic process and provides a structure for shifting power to those who are most affected by community conditions or by the desired changes.
5. **Relationships and a sense of teamwork**. Social relationships encourage and provide neighbour-to-neighbour support, help people overcome the isolation of living and working alone, and overcome geographical, racial, class and power differences.



Quadrants of Change

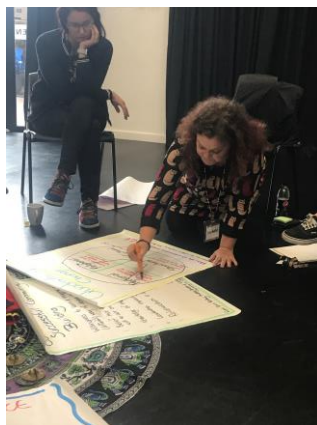


Michelle shared the Quadrants of Change, developed by Ken Wilber and adapted by John Paul Lederach, change (and peace) in communities can be understood as having four dimensions: Personal, Relational, Structural and Cultural. Over time all of these dimensions must shift for change to be lasting. It makes sense, then, for change strategies to consider how each dimension might need to shift in order for change to occur, as well as how the dimensions might interconnect and influence one another throughout a change process.

One way to apply the Quadrants is to recognise that not all individual changemakers have agency or positional power to be influential in all of the quadrants so it also makes sense to develop a team approach to changemaking. Some people may be more able than others to make changes to structures, for example (policies,

legislation, accountability frameworks, institutional procedures). At the same time, the model recognizes that changemaking requires deep personal work (self awareness, considering values, beliefs and assumptions as well as knowledge, skills, competencies and mindsets) as well as

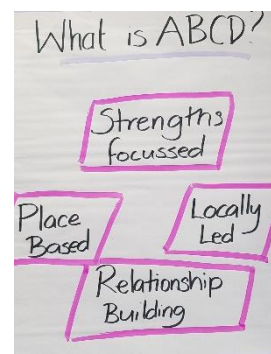
conscious approaches to relating and interacting (trust, respect, understanding, conciliation) and everyone has at least some agency over these. Cultural change (the implicit 'rules': assumptions, expectations, practices and perceptions linked to common activities, discourse and language) is most often collective. Cultural change can be understood or experienced as a result of the integration of the other three dimensions and, in turn, influences those as well.



Introduction to Asset Based Community-Led Development

Michelle introduced Asset Based Community-Led Development (ABCD), explaining the history of the work John McKnight and Jody Kretzmann undertook at North Western University, where the ABCD framework was born now situated at DePaul University.

ABCD is a powerful approach to community engagement and development that focuses on abilities and potential, rather than problems and deficits by discovering the resources that are already present in a community. Discovering community strengths is a powerful and productive way to address problems and realise a collective vision.



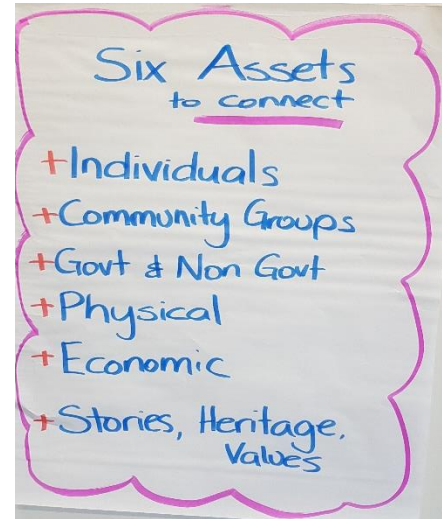
Asset Based Community Development:

- Focuses on community assets and strengths rather than problems and needs
- ABCD is place based, Locally led by community members
- Identifies and mobilises community and individual assets, skills and passions
- Is built on community leadership
- Builds relationships

Six Assets - Three Drivers - Six Maps

Michelle shared the 6 Assets and 6 levels of mapping of ABCD. One of our ABCD colleagues from Newcastle University, Graeme Stuart, writes, "There are at least six broad types of assets in communities (Kretzmann, 2010), many of which are likely to be missed if we focused purely on community needs."

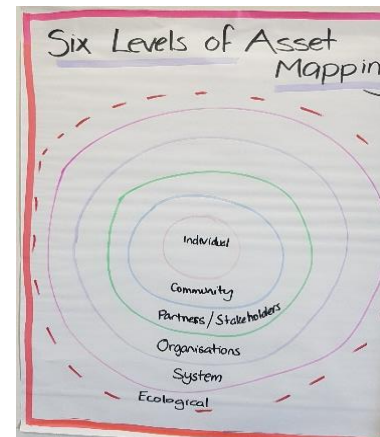
1. We recognise the skills and abilities of individuals within the community and find people who are passionate about the community and are good at making connections.
2. We identify voluntary community organisations and networks and what they offer (or could offer) to the community. (Often called associations in literature from Northern America).
3. We look at what institutions (e.g. non-government organisations, not for profits, government agencies, businesses) are already connected to the community. We pay particular attention to small, local institutions.
4. We look at our physical environment (both natural and built) in a new way.
5. We consider the local economy in a broad way so that we include the informal economy (e.g., people swapping goods and services, voluntary work) as well as the traditional economy (e.g. production, consumption).
6. And finally we appreciate the stories, culture and heritage of the community



The 3 drivers to support the work of ABCD in communities are; (discovering) care, HOPE (helping other possibilities emerge) and relationships (building, maintaining, nurturing).

Michelle spoke of the 6 levels of Asset Mapping from their work with ABCD, which we would be working with in more details over the next few days:

- Individual; talents, skills, abilities, talents
- Community; resources, networks, non/physical
- Organisational; constituents, materials, equipment
- Stakeholder (partners); business, gov/non-gov, volunteers, lived experience
- Systems;
- Ecological (This emergent level of mapping is still evolving)



Community mapping involved participants, in groups, taking the 6 assets and creating a street party or local event utilising the assets **ONLY** and there is **NO** funding available! This is always a fun, thought provoking activity where people create neighbourhoods and scenarios based on their real life experiences.

RECYCLING & REPURPOSE

COMMUNITY PARTY

Individuals:

- ↳ charismatic leaders/organisers/drivers
- ↳ clothing donations, recycled art, donated caps, food scraps donating, donating for goods auction.
- ↳ volunteers to decorate, organise.

Community groups:

- ↳ FIS ~~club~~ Green Karma, kids, arts, Parent group, local IP
- ↳ promote event, run activities, facilitate event
- ↳ Second life

Work & home cost

- Schools, neighbourhood
- ↳ provide organic members
- ↳ kids, run, make art, rent \$10/10
- recycled costumes

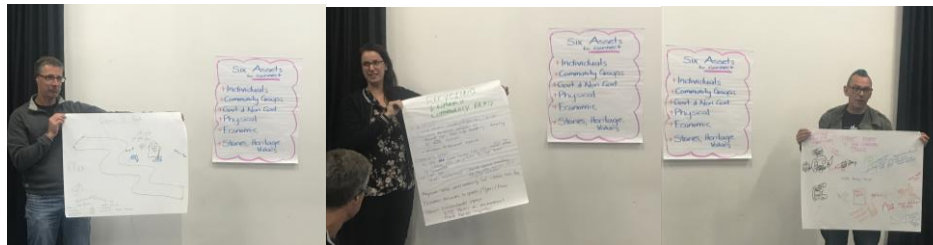
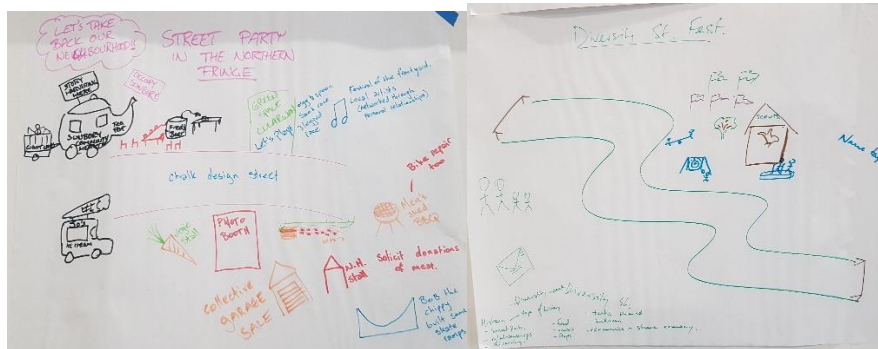
Physical: venue = park/community hall → room hire fee

Economic: businesses to sponsor/Plyer → room

Stories: Environmental impact

ATSJ stories on environment

Mate Kondo inspired

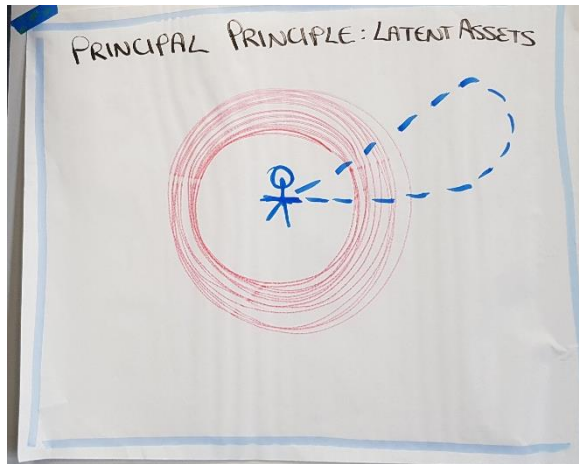


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Principal Principle

Dee shared the story of working with teachers with a community development focus within a public school.

This principle responds to when you might find yourself working within a top down environment where you might be getting told “no, you can’t do that” or your work is being ignored but allowed to continue.



The bottom-up principle suggests that you continue to mobilise the latent assets, where possible, that are surrounding your top-down “Principal”, structure or system and to “lead by stepping back”. Lift the voices, skills and abilities of others and let the collective actions speak louder than words.

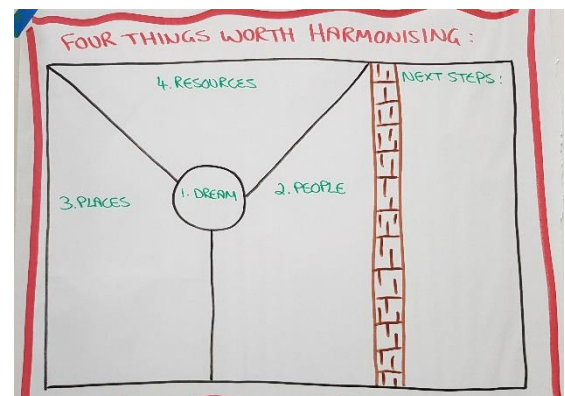
One of 2 things usually happen - the Principal finally sees the good work happening and the benefits to the school and either, 1. joins in or 2. gets out of the way

If you have the permission to be in the system, don’t let a top down approach stop you from mobilising those rich, potential filled assets that are in every community!

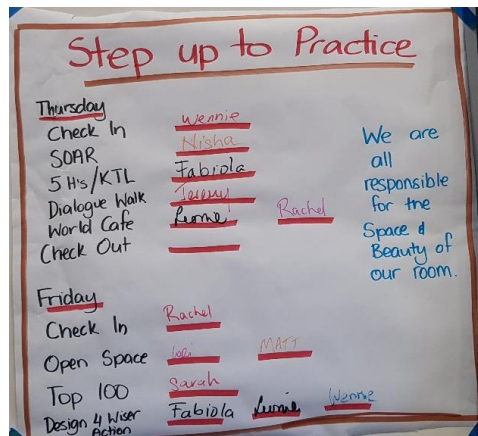
Harmonising the Four Things Worth Doing

Dee shared the work of Judith Snow and Jack Pearpoint, harmonizing 4 things worth doing is a 5-step solution focused mapping tool. Go through the five steps on a Dream, goal or issue you currently have.

Dee invited participants to focus on a dream and work through the framework using the practice she had explained.



Step Up to Practice



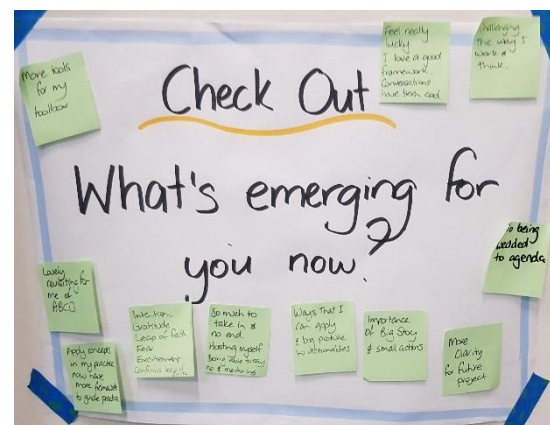
This practice offers the opportunity for practitioners and community members to bravely step up, get some coaching in practices that they may not have tried before and co-host some of the following 2 day's processes.

Check Out

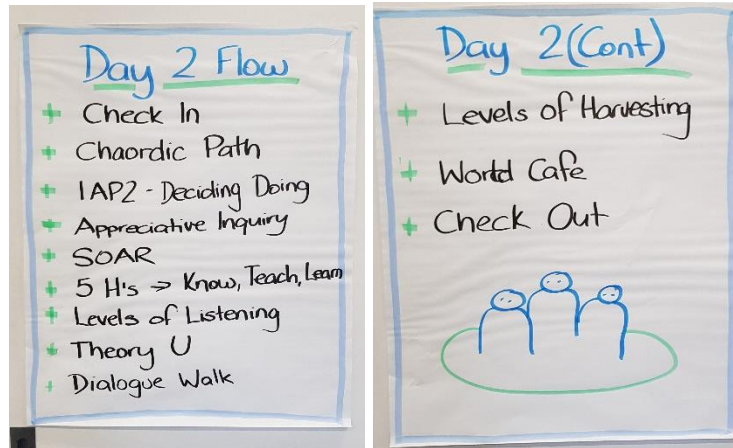
To close off day one, We asked everyone, "What's emerging for you now?"

Responses:

- More tools for my toolbox
- Lovely revisiting for me of ABCD
- Apply concepts in my practice now have more frameworks to guide practice
- Intention gratitude leap of faith fear excitement confirms leap of faith
- So much to take in & no end - Hosting myself - being able to say no & mentoring
- Ways that I can apply & big picture to actionables
- Importance of big story & small actions
- More clarity for future project
- Not being wedded to agenda
- Challenging the way I work & think
- Feel really lucky - I love a good framework - conversations have been cool



DAY TWO

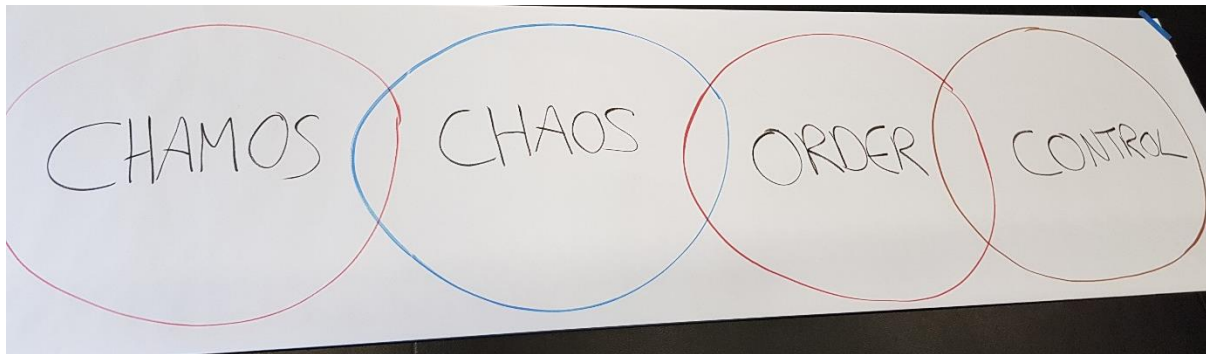


Check In

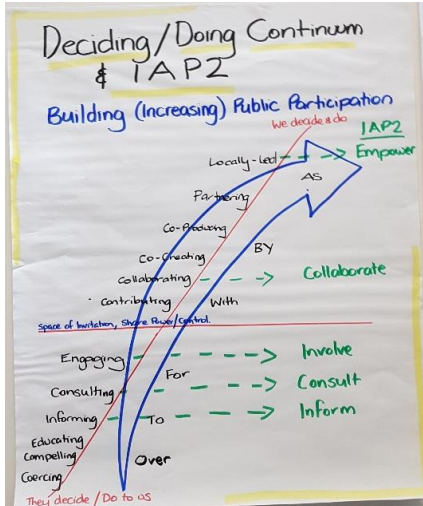
Our Check In this morning was hosted by Wennie. Took us through a reflective name game coupled with an body action that represented how we felt.

Chaordic Path

The Chaordic Path or Chaordic Field offers us a worldview with which to look at communities, organisations and systems through a new lens. Participants were asked to “locate” themselves on the path by initialing the space they felt drawn to, in their work, right now and we had a deep discussion about how our views can change quickly within the context we are working in and also opened up insights for people who may feel stuck or unsure of where they are in their system of influence.

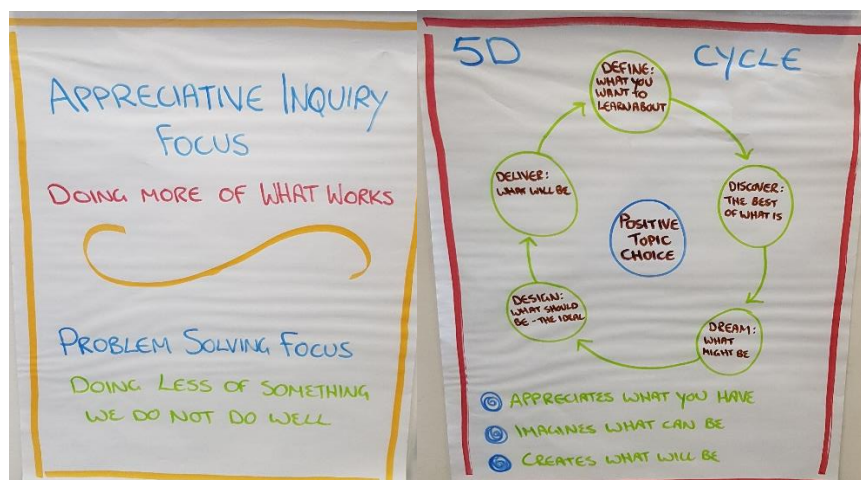


Deciding/Doing Continuum with IAP2



Michelle shared this Deciding Doing continuum, which builds on work by Arnstein (1969), Wehipeihana (2013) and the New Economics Foundation (2014) overlaid with IAP2. To illustrate the range of ways decisions and actions are taken, with particular emphasis on the roles and participation of local people. Both models can help us to choose the most appropriate approaches for our role and purpose and to consider how we might show up and work differently.

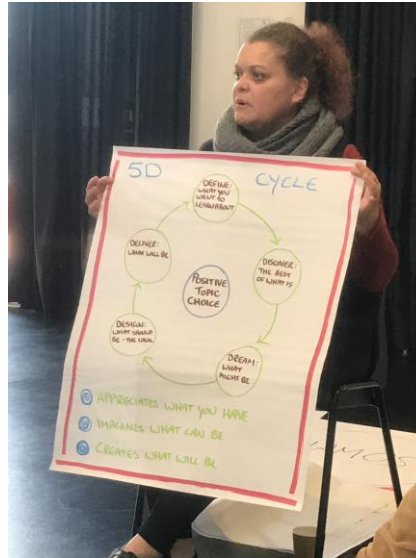
Appreciative Inquiry



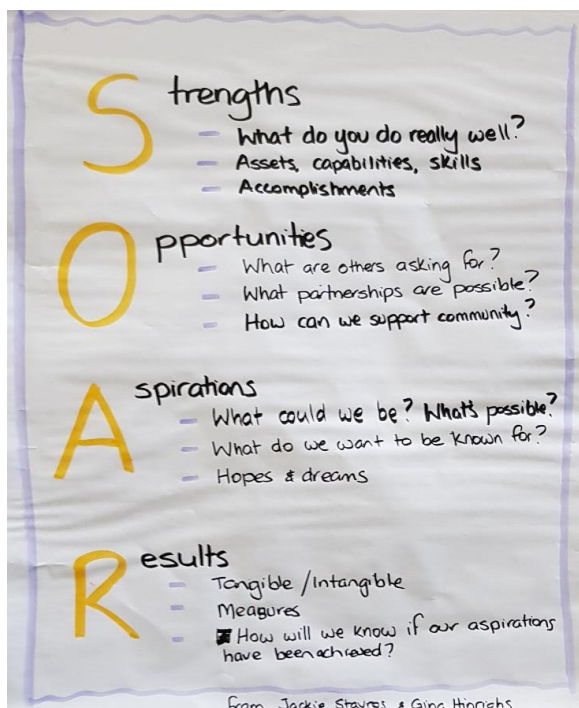
Based on the work of David Cooper-Rider, founder of Appreciative Inquiry, Michelle offered a brief overview of Appreciative Inquiry which focuses on what has been successful and encourages individual and collective reflection on how to do more of what works, instead of trying to solve a problem by doing less of something that was not done well in the first place. The 5D Cycle of an Appreciative Inquiry process:

Appreciative inquiry can be implemented as a longer structured process going through 5 phases of:

- Definition: Surfacing the focus for inquiring appreciatively.
- Discovery: Identifying organisational processes that work well.
- Dream: Envisioning processes that would work well in the future.
- Design: Planning and prioritising those processes.
- Delivery: Implementing the proposed design.



SOAR



Why SWOT when you can SOAR!

Michelle stepped us through the SOAR process a strengths based planning process from the Appreciative Inquiry community that encourages us to SOAR rather than the traditional SWOT analysis.

Nisha stepped the group through a simple SOAR exercise using their own community or organisation as our subject.

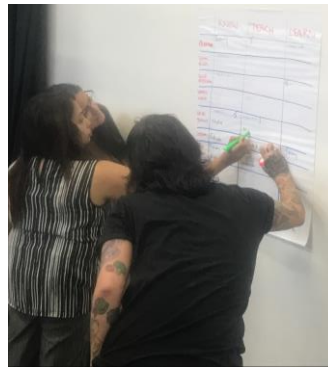
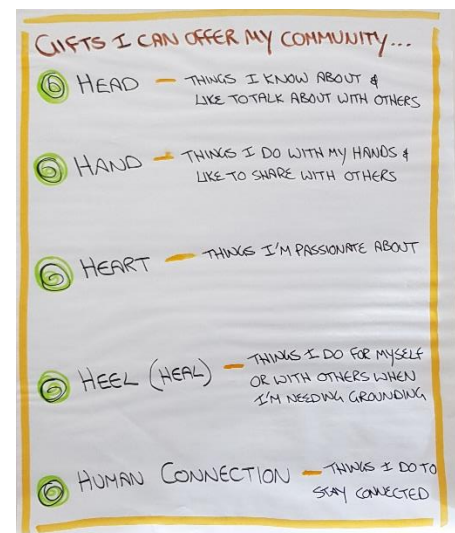
See your guidebook for more details on SOAR

Five H's and Know Teach Learn

Sarah and Dee introduced the gifts we have to connect to in community and invited people to pair up with someone they might not know yet and share their own gifts through conversation.

Gifts of the Head (Things I know something about and would enjoy talking about with others, e.g., art, history, movies, birds).

- ❖ **Gifts of the Hand** (Things or skills I know how to do and would like to share with others, e.g., carpentry, sports, cooking).
- ❖ **Gifts of the Heart** (Things I care deeply about, e.g., protection of the environment, civic life, children).
- ❖ **Gifts of the Heel** (Things I do to help me stay grounded and would like to share with others, e.g., meditate, walk, breathing exercises, hang out with friends)
- ❖ **Gifts of Human Connection** (Things I do to stay connected to or to connect my community, e.g., join an interest group, visit someone, introduce someone I know to someone else with a similar interest)



The **Know/Teach/Learn** tool offers a simple and powerful framework for discovering how these gifts can be productive and powerful together.

Dee asked people to share a skill or talent they heard from their partner to form a list and then invited people to come forward and write their name up in the appropriate box according to what they “know”, “could teach” or “wanted to learn”.

The Art of Listening (Levels of Listening)

Based on the work of Otto Scharmer, a senior lecturer at M.I.T. and founder of The Presencing Institute and Theory U, Michelle spoke to the 4 levels of listening before participants moved into a discussion activity.

1. Downloading – “yeah, I know that already..” re-confirm what I already know.
 1. Listening from the assumption that you already know what is being said, therefore you listen only to confirm habitual judgments.
2. Factual – pick up new information...factual, debates, speak our mind.
 1. Factual listening is when you pay attention to what is different, novel, or disquieting from what you already know.
3. Empathic – see something through another person’s eyes; I know exactly how you feel. Forget my own agenda.
 1. Empathic listening is when the speaker pays attention to the feelings of the speaker. It opens the listener and allows an experience of “standing in the other’s shoes” to take place. Attention shifts from the listener to the speaker, allowing for deep connection on multiple levels.
4. Generative – “I can’t explain what I just experienced”.
 1. This deeper level of listening is difficult to express in linear language. It is a state of being in which everything slows down and inner wisdom is accessed. In group dynamics, it is called synergy. In interpersonal communication, it is described as oneness and flow.

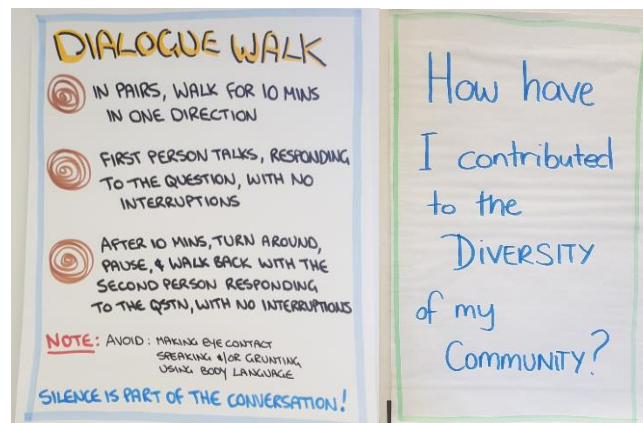


Theory U

Theory U is a change management method and the title of a book by Otto Scharmer. Michelle provided an overview of the process and how it can be utilised when working with teams or communities to allow for deeper insight into Wicked Problems and support leadership development. For more information visit the [Presencing Institute](https://www.presencinginstitute.org/)



Dialogue Walk

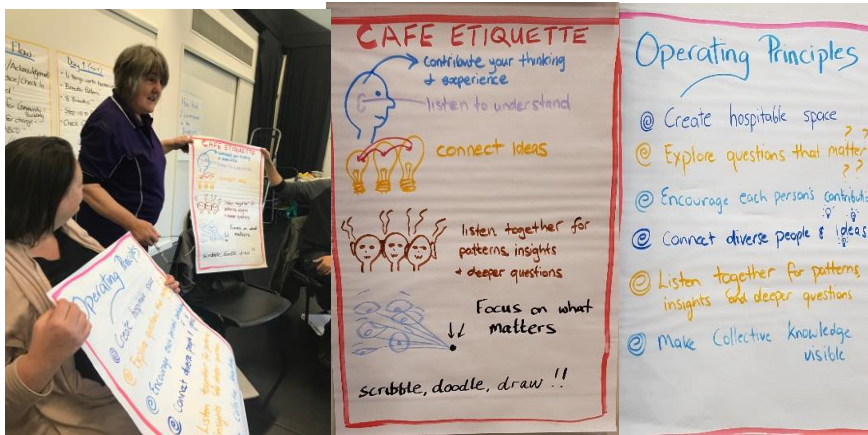


Jeremy explained the Dialogue Walk process (as pictured above). A dialogue walk provides space and opportunity for people to discover surprising insights and wisdom about themselves and others through listening without interrupting, or judgement. The group paired up and experience a dialogue walk along the Merri Creek.



World Café

World Café with Dee, Leonie and Rachel: The World Café is a method for creating a living



network of collaborative dialogue around questions that matter in real life situations. It is a provocative metaphor. As we create our lives, our organisations, and our communities, we are, in effect, moving among “table conversations” at the World Café.

Based on World Café Principles, three questions were offered for World Café discussion:

1. What time is it in for me
2. What time is it for community?
3. What time is it for the world?



Pieces of Gold:

Inclusiveness

Greater acceptance & tolerance

Gift

Growth

Giving is the remedy I world challenges

Need more grassroots & community power

Positive change

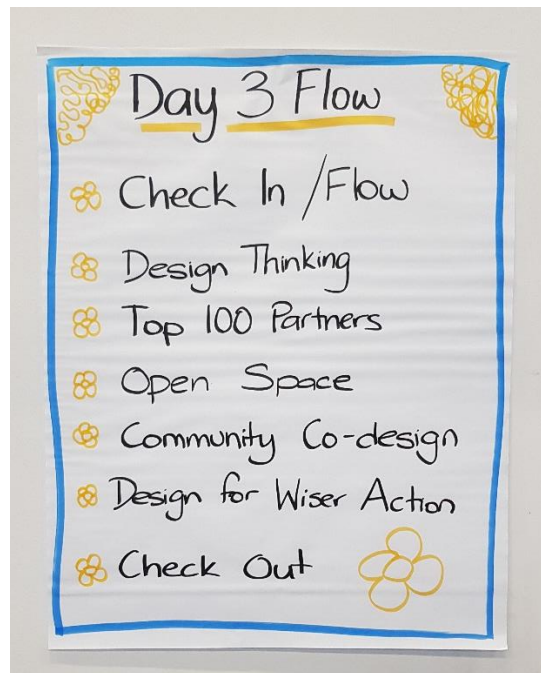
Change

Sharing gifts

Check Out

Together we co-created today's Check Out. We recreated this mornings body action with our one word feeling for this afternoon.

DAY THREE



Check In

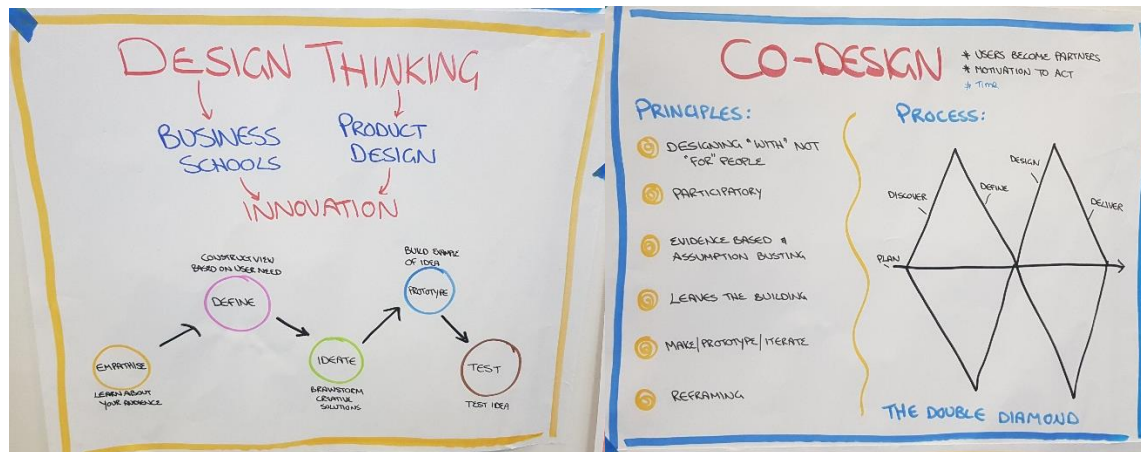
Rachel stepped up this morning to host our check in with some reflection and a meditation to support us as we entered into our final day together. Rachel asked us to think of one word response to the question - "What is your feeling for today?"

Participant responses:

- Excitement
- Curious
- Ready to work
- Pumped
- Anticipation
- Curious
- Thoughtful
- Open
- Grateful
- Great anticipation

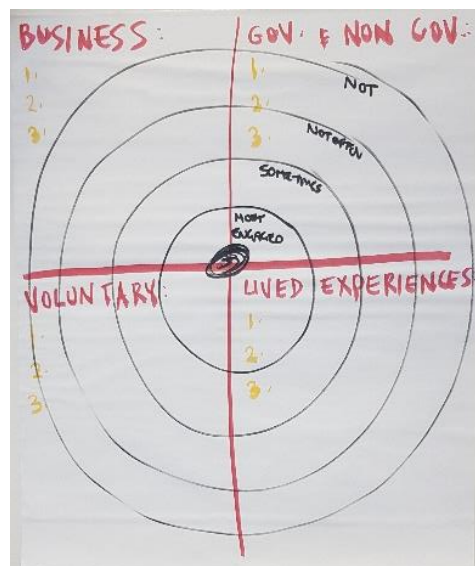
Design Thinking

Dee gave a brief overview of the difference between Design Thinking which, came from business school thinking for innovation of products and Co-Design which, invites people into the participatory process and encourages users to become partners and helps to discover people's motivation to act.



Top 100

Dee and Lori introduced us to a version of the Tamarack Institute's Top 100 Partners process for stakeholder mapping to encourage a broader spectrum of voices at the table. The process can be repeated as the core group grows to support an even more diversity amongst the participants, whether it be for an event, a conversation around a wicked question or a community forum.



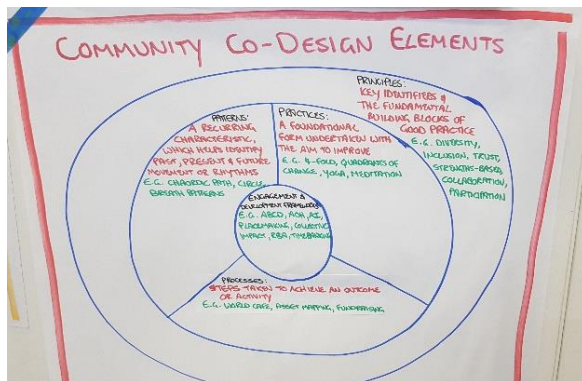
Open Space

The goal of an Open Space Technology meeting is to create time and space for people to engage deeply and creatively around issues of concern to them. The agenda is set by people with the power and desire to see it through.

Michelle, Matt and Sarah explained the Open Space Process to the group including the principles, the roles and the law of motion. The Open Space market place was opened and an invitation was issued to members of the group to host a conversation around a topic/question that matters.



Community Co-Design (including Theory U and DEC to Breath Pattern)



Dee shared the Joder Institute's thinking around the patterns, practices and processes of participatory community building, co-design and potentially, Design Thinking when aligned with the work of Giorgio Agamben.

Dee shared the definition(s), to date, of patterns, practices and processes within community engagement and development frameworks and invited people to share their thoughts on others.

Pattern: a recurring characteristic, which helps identify past, present and future movement or rhythm, e.g. chaos and order, new system and old system

- Circle Work
- Chaordic Path
- Two Loops
- Complexity
- DEC Thinking
- Theory U (?)
- Appreciative Inquiry (3 stages)
- Living Systems

Practice: a foundational form undertaken with the aim to improve e.g. a repeated daily practice, conscious reframing, shifting perspective

- Circle Practice
- Glass half empty/full
- Strengths versus Needs
- 4-Fold
- Appreciative Inquiry (5D's)
- Check in/out
- 90/10 Principal Principle

Process: steps taken to achieve an outcome or activity e.g. intentional movement, generative space

- Assets & Asset Mapping (5 levels)
- Bumping Spaces
- World Café
- Open Space
- SOAR (don't SWOT)
- Learning Conversations
- Top 100
- Designing for Wiser Action

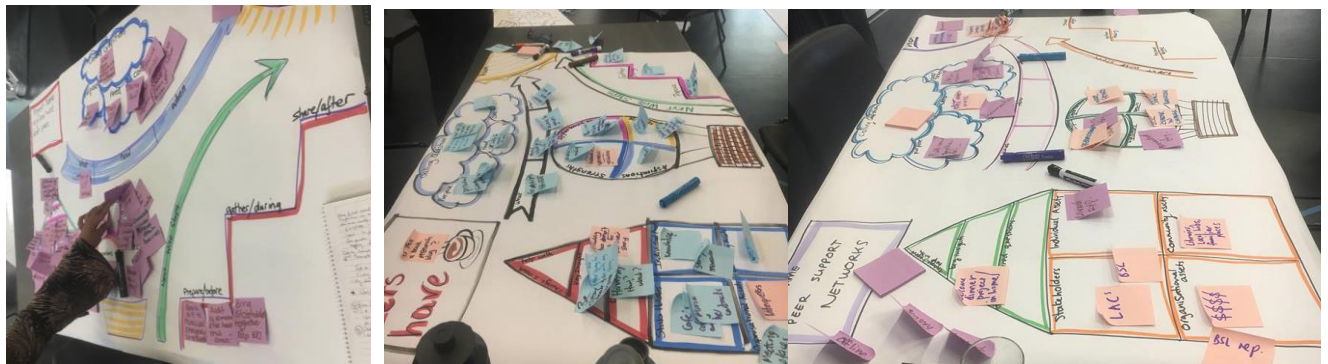
Design for Wiser Action (DFWA)

DFWA enables practitioners to get support and wise insights and advice about the concrete outcomes needed, through peer support, and encourages participants to put their learnings about participatory community building and its methods to work on real life events.

Practitioners are invited to call a project or piece of work they are responsible for and invite others to contribute to the thinking and design of actions to bring it to life. Designing for Wiser Action is about finding the clarity we need to progress real work.

Leonie, Wennie and Fabiola each presented their respective projects and teams formed around them to help them gain greater insights into what is possible when you receive the gift of someone else's perspective.

Clarity was achieved further during the Peer Coaching session before reporting back to the original project team. (See your guidebook for details of the full process).



Check Out

What are you taking away to support your work in connecting communities?

Responses:

- Barrel of monkeys that has taught an old dog new tricks.
- Feeling really honoured
- Pulled out and old suitcase and rediscovered some old tools and added some new ones. Playing with new toys.
- Lots of gems. Eager to learn more.
- Transformation has occurred from yesterday to today. Community Codesign helped me drop in. I want to be more collaborative.
- Excited about the practical tools I've been searching for.



- Reaffirmed I am on the right path
- Earlier excited now leaving a bit deflated.
- Reaffirming and disconfirming
- Embracing. Excited to put everything into practice
- Reaffirming. Theory to Practice. Practice more.
- Confirming. Puts structure to processes. Naming things
- It's all on track. Empathy is very strong for Wennie. I want to stay with you.
- Starting to feel a stronger connection. Now to put theory into practice.

Thank you for your contribution and energy during our time together in Coburg.

Contact us for any further information of details on hosting a workshop for your community or organisation.

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