The Art of Participatory Community Building
Woolloomooloo Harvest 2019
29th - 31st January
Weave Youth Services

Core Team: Dee Brooks and Michelle Dunscombe (Jeder Institute), and Jax Wechsler (Sticky Design Studio and Social Design Sydney)

Thank you to Weave Youth Services for supporting the training of practitioners and community members to support collective learning/

Hosted by: Dee, Michelle, Jax
Attended by: Yvie, Graeme, Tirrania, Dean, Lyle, Carlyn, Kat, Lauren and Freya

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 Weave Youth Services in Wooloomooloo, NSW 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, Michelle and Jax met at Weave on Monday 28th January with Carlyn from Weave 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.
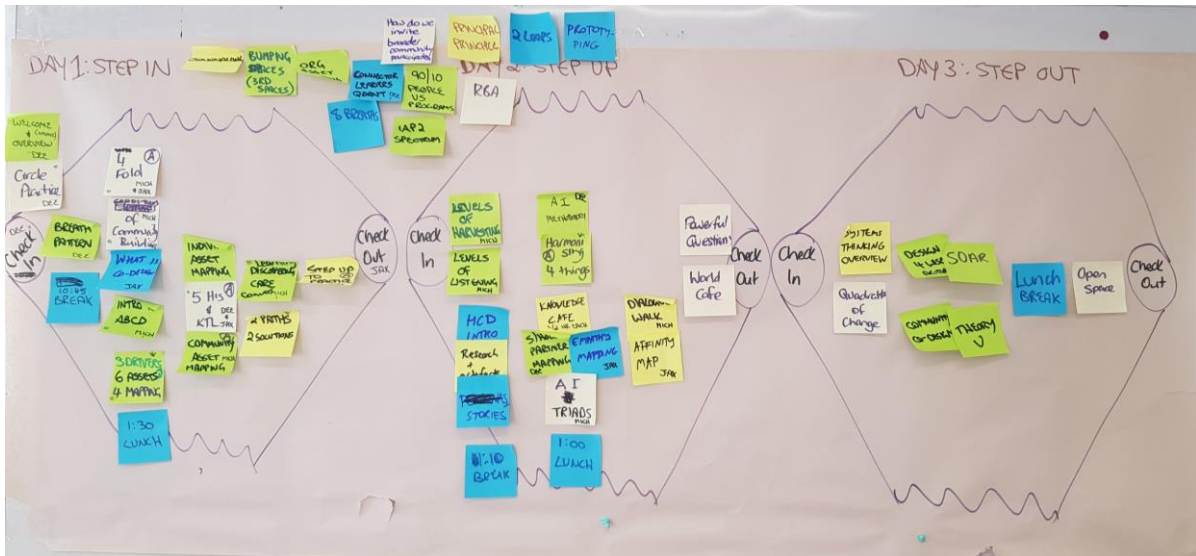
We were guided by a co-created Flow and considered the principles we might work with, together, when co-hosting the week of training, before moving into the design.
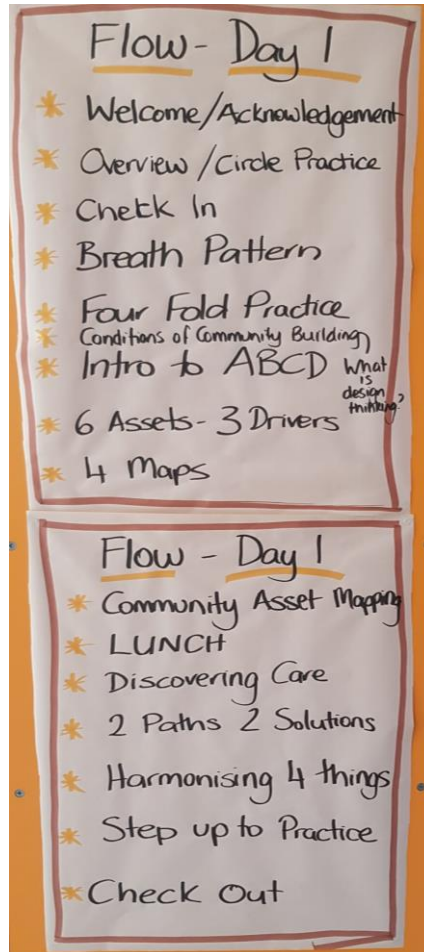
Welcome and Acknowledgement

Freya from Weave Youth Services welcomed Dee, Jax and Michelle (the Facilitators) and participants to Woolloomooloo and acknowledged the country we were meeting upon the lands of the Gadigal people of the Eora Nation.

Overview

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

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:

Dee hosted the mornings check in by inviting people, one by one, using a Talking Piece, to respond to the following questions:
- Who are you and what do you bring?
- What makes your heart sing?
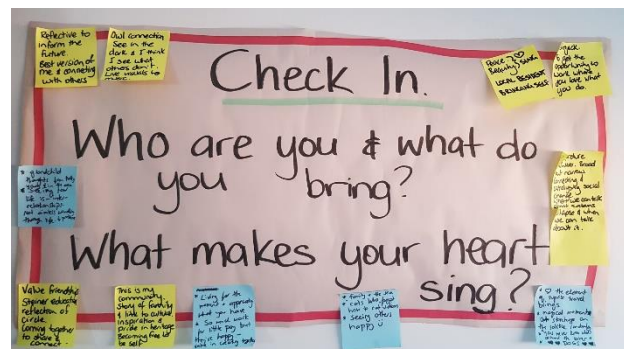
Participant Responses:
- Reflective to inform the future. Best version of me & connecting with others
- Owl connection: see in the dark & I think I see what others don't - live visuals to music
- Grandchild thoughts from pottery young & in the area - seeing how life is - inter-relationships - not aimless wandering through life
- Cause friendship Steiner education reflection of circle - coming together to share & connect
- This is my community. Story of family & link to culture. Inspiration & pride in heritage becoming free to be self
- Living for the moment & appreciating what you have - so much work for little pay but they're happy - value in creating together
- Family & the sea - cats who forget how to cat videos - seeing others happy
- Love the element of surprise travel brings - a magical moment at Stonehenge on the solstice - randomly, you never know what's around the corner - dogs!
- Big picture thinker - broad bit narrow - connecting & catalysing social change when we talk about systems collapse & when we can talk about it
- Corn jack - to get the opportunity to work where you love what you do
- Peace - beauty - love - local resident bringing self

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.

Four Fold Practice

A practice means actively and regularly doing something to maintain or enhance a skill or ability. Being truly present, engaging skilfully 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
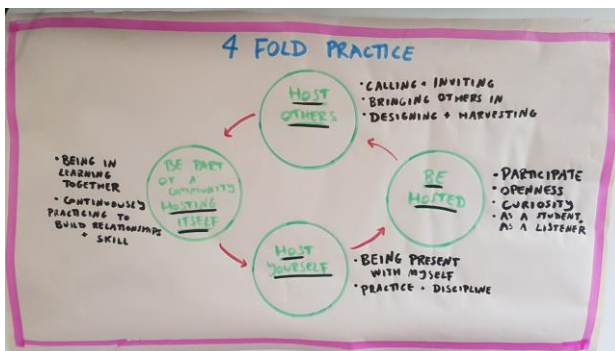
Jax invited people into a 4-Fold activity where participants were asked to move to the Fold where they felt their passion/like/interest was strongest, or most comfortable, and to have a discussion with others who joined them. After a time, people were then asked to move to where they felt their Learning 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.

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.

Introduction to Co-Design
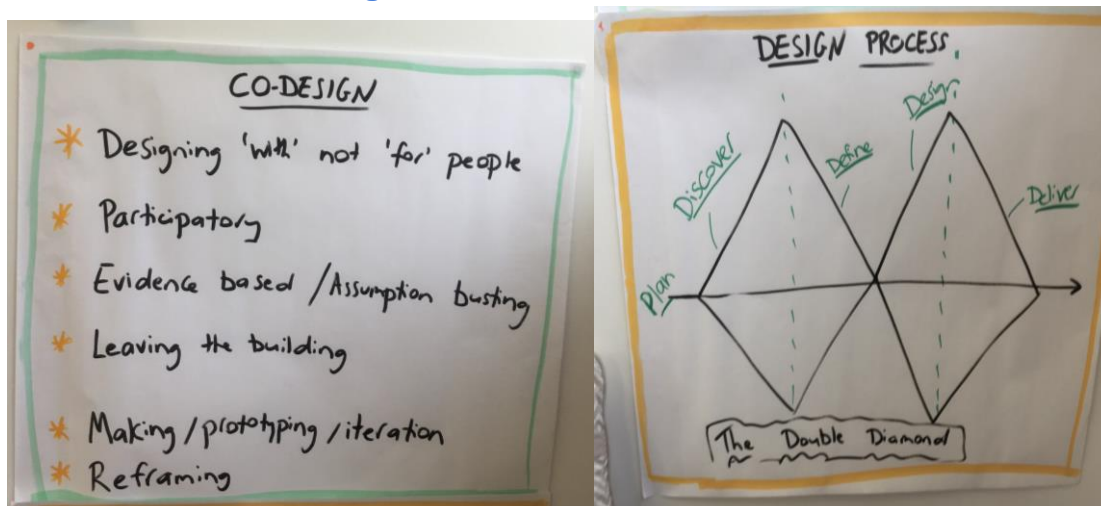
Jax shared an overview of Co-Design and what it means to co-design "with" and not "for" the people. We introduced to the Double Diamond design process - **Plan-Discover, Define, Design and Deliver** reflecting on some similarities between it the the Breath Pattern that Dee had shared earlier.

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
● Identifies and mobilises community and individual assets, skills and passions
● Is built on community leadership
● Builds relationships

Six Assets - Three Drivers - Four Maps

Michelle shared the 6 Assets, 3 Drivers and 4 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."
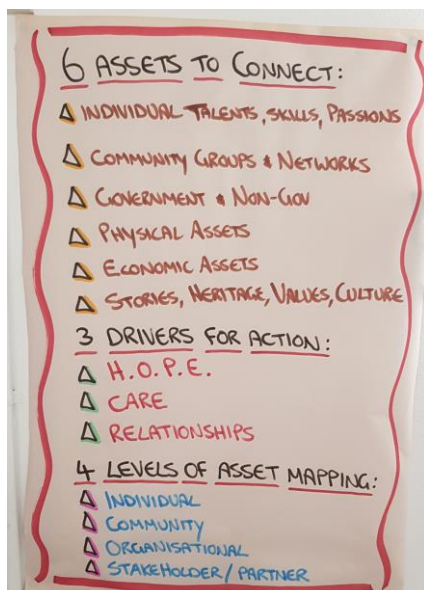
1. We recognise the skills and abilities of individuals within the community and find people who are passionate about the community and are good at making connections.
2. We identify voluntary community organisations and networks and what they offer (or could offer) to the community. (Often called associations 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 for Action were discussed:
- H.O.P.E (Helping Other Possibilities Emerge)
- Care (discovering what people really care about enough to act upon)
- Relationships

Michelle spoke of the 4 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

Five H's and Know Teach Learn

Jax 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".

Community Asset Mapping

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.

Each group had half an hour to co-design their street party, after which time, each group gave some feedback on what they had co-designed and discovered, insights they had and where they felt they could apply the idea of community asset mapping in their work/life.
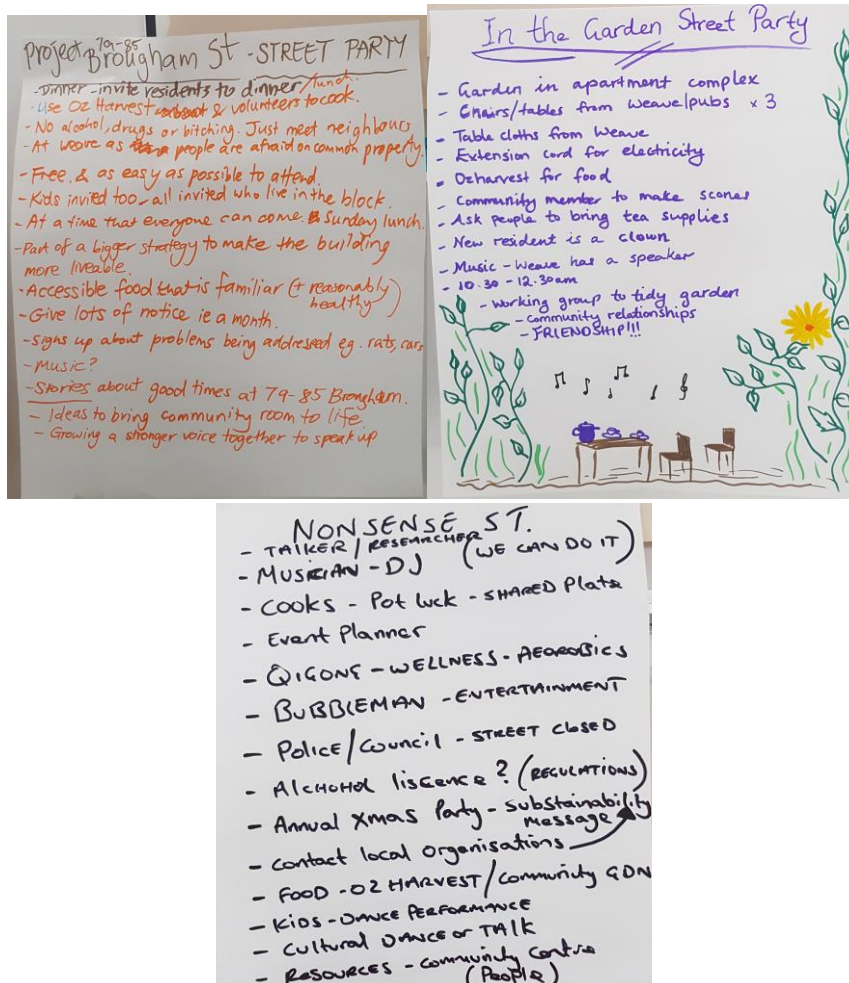
Discovering Care through Learning Conversations

Michelle shared the ABCD framework of Learning Conversations, based on the work of Mike Green and Henry Moore, authors of ABCD in Action: When People Care Enough to Act. Through Learning Conversations, we are discovering people's motivation to act. The framework intentionally supports people to reframe their challenges and is therefore, a powerful blend when combined with Appreciative Inquiry and/or World Café, as an example.
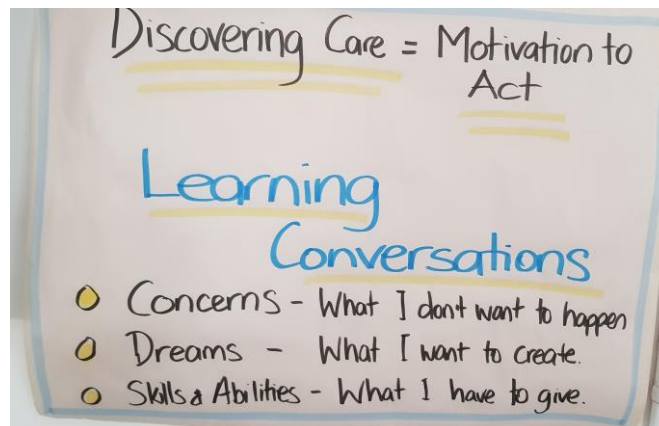

Michelle explained how the framework starts with asking people to share their concerns or worries through discussion and then shifts into reframing them and then invites them to participate in the outcome. The framework is usually held over 3 rounds of discussions:

1. **CONCERNS** – ask people to share their concerns, and very specifically here, what they DON'T want to happen
2. **DREAMS** – invite people to share their dreams – what is their preferred future vision?
3. **SKILLS & ABILITIES** – by asking people to step up and share their skills and abilities, we are encouraging their motivation to act and discovering what they truly care about enough to act on

Two Paths Two Solutions

Based on the work of Mike Green and Henry Moore, authors of ABCD in Action: When People Care Enough to Act, Michelle shared the concept of how when starting with a question, instead of an answer, we are more likely to mobilise community, based on what they care about enough to act upon. Together we discussed the Top Down versus Bottom Up approach within the two paths, two solutions
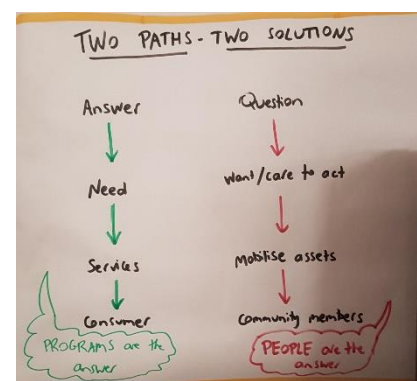
Step Up to Practice

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.
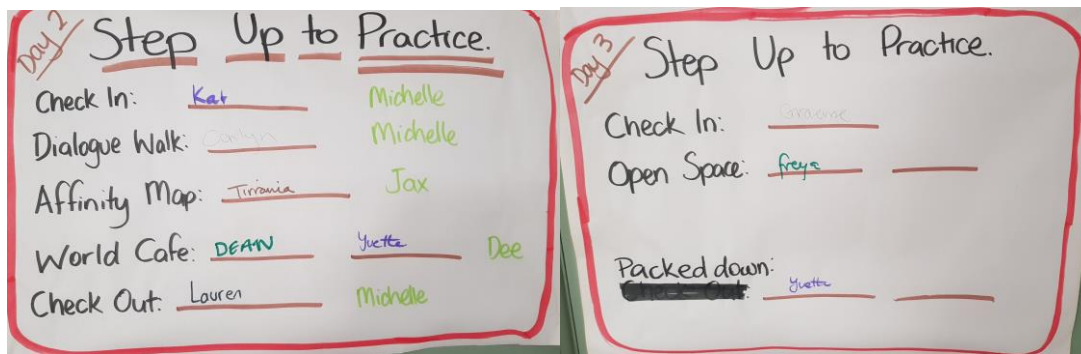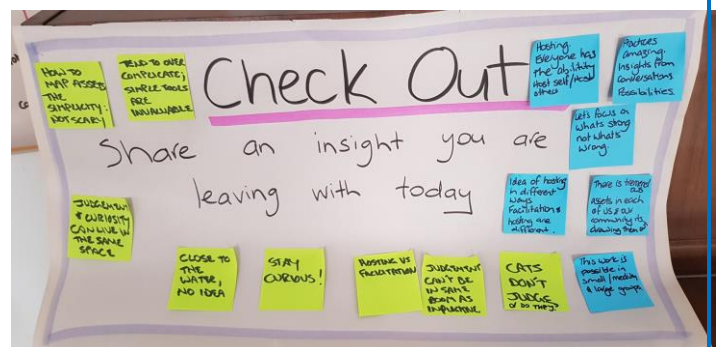

Check Out

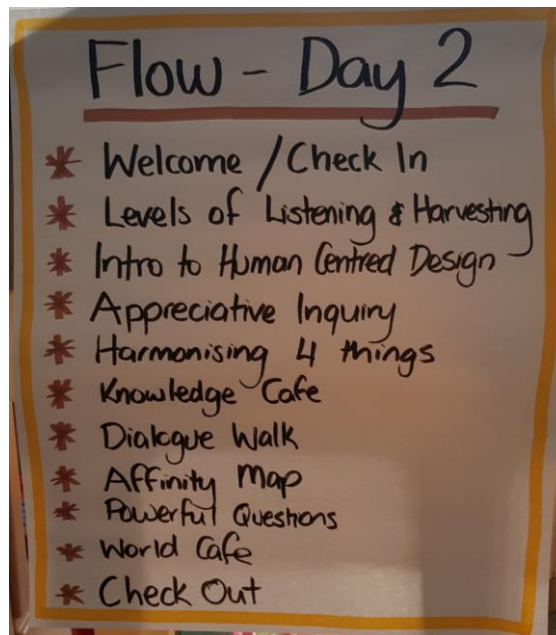We asked everyone to, "Share an insight you are leaving with today?"

Responses:

- How to map assets; the simplicity, not scary
- Tend to over complicate; simple tools are invaluable
- Judgement & curiosity can live in the same space
- Close to the water; had no idea
- Stay curious!
- Hosting versus facilitation
- Judgement can't be in be same room as inquisitiveness
- Cats don't judge; or do they?
- The work is possible on small, medium & large groups
- Idea of Hosting in different ways - facilitation & Hosting are different
- There is tremendous assets in each of us & our community - it's drawing them out
- Let's focus on what's strong not what's wrong
- Hosting; everybody has the ability - host self / host others
- Practices amazing. Insights from conversations. Possibilities

DAY TWO

Flow - Day 2

* Welcome / Check In
* Levels of Listening & Harvesting
* Intro to Human Centred Design
* Appreciative Inquiry
* Harmonising 4 things
* Knowledge Cafe
* Dialogue Walk
* Affinity map
* Powerful Questions
* World Cafe
* Check Out

Check In

Our Check In this morning was hosted by Kat, who posed the question "What kind of plant are you? and How would that fit in your community?

- peach tree - I like to make stuff & provide food for thought in my community
- Cactus Dee! Prickly on the outside - soft & medicinal on the inside - flowers once a year - hardy, adaptive for my community - offer different elements
- Grass yields, doesn't break, bends, resilient
- Sunflowers bring light to darkness
- Wandering Jew - reconnecting with my heritage
- Comquat tree - has roots - I stick around a while - acquired taste - sweet at the end - hardy & medicine
- Weeds - I pop up everywhere
- I'm an amalgam of all plants. Look good, feeds us - high utility, nutritious - work in energy with each other
- Sunflower - blade of grass, strength & flexibility
- Rosemary - grows wild & sweet - medicinal properties - aid in healing
- Where bees pollinate
- Desert rose - loves sun & heat - beauty in harsh places
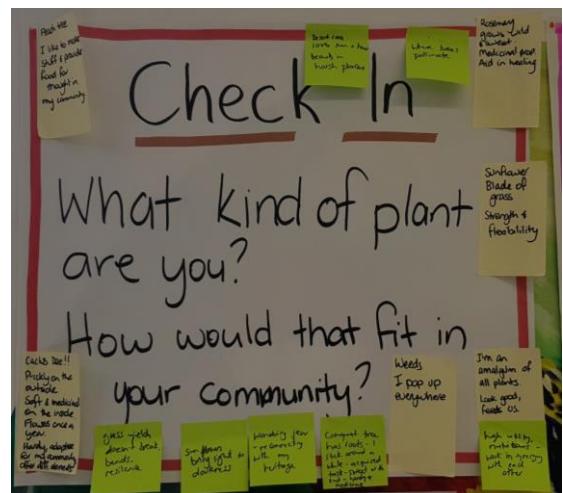
## The Art of Listening (Levels of Listening)

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.

The Art of Harvesting

Michelle shared a brief teach on the 'cycle of Harvesting' and the 'levels of Harvesting' (adapted from the levels of scribing). How many good conversations and crashing insights are lost because they are never recorded, shared or acted on? How many good conversations are overshadowed by formal dry minutes? More information can be found in the AoPCB Guidebook.
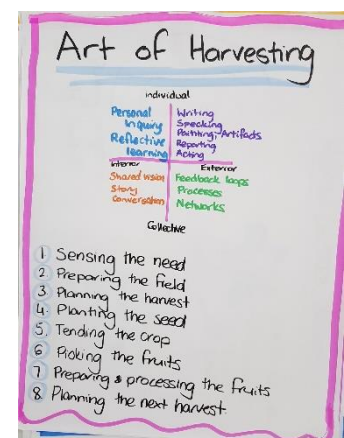
Human Centred Design
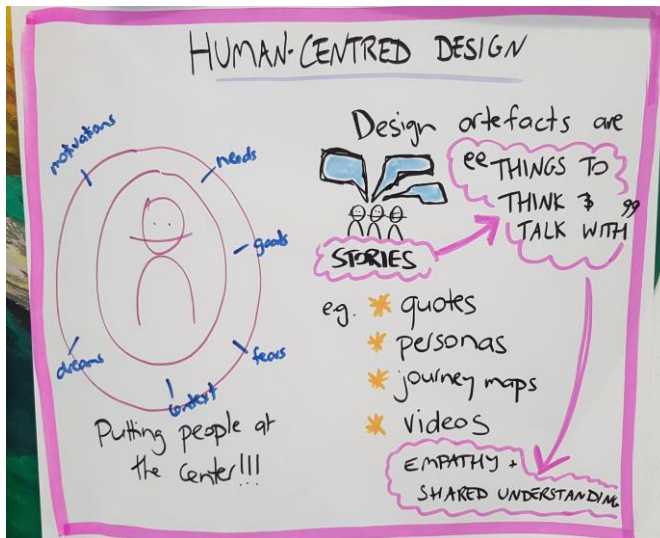
Jax introduced Human Centred Design as a practice that puts **people at the centre** when we design services, products or interactions for people.

Collecting design artefacts through the process:
● Stories
● Quotes
● Journey maps
● Videos

To develop empathy and a shared understanding.

Appreciative Inquiry

Based on the work of David Cooper-Rider, founder of Appreciative Inquiry, Dee 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.

## 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.

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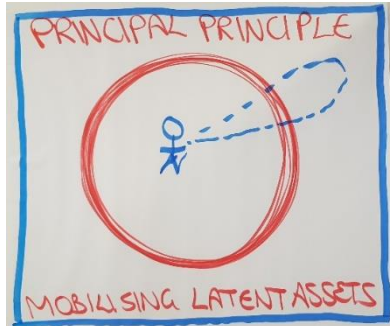
The bottom-up principle suggests that you continue to mobilise the latent assets, where possible, that are surrounding your top-down "Principal", structure or system and to "lead by stepping back". Lift the voices, skills and abilities of others and let the collective actions speak louder than words.

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!

Three Key Steps to Asset Mapping:
- identify the assets
- connect the assets
- create the space for these assets to be productive and powerful together

What to Map:
- System mapping
- Stakeholder / Partner mapping
- Organisational mapping
- Community mapping
- Individual mapping

For more information on Asset Mapping, follow this link: http://jeder.com.au/the-art-of-community-mapping/

Knowledge Cafe

Dee, Michelle and Jax each hosted a teaching during the knowledge cafe.

Top 100 Cafe with Dee

Dee 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.

Empathy Mapping Cafe with Jax

Jax shared **empathy mapping** in her café. Empathy mapping is a collaborative tool to gain a deeper insight into your community, customers etc. it enables you to map the feedback or engagement to help you focus attention.

Triads Discussion Activity Cafe with Michelle

Michelle facilitated this activity and everyone self-organised into groups of 3 with 3 roles:

- Storyteller
- Listener
- Scribe

Each person in the Triad had a turn at each role by sharing a story for 7 minutes, listening to another and offering 2 minutes of reflection and finally, by scribing the interaction of the storyteller and listener, the scribe then offered 1 minute feedback of what they noticed when scribing

Your feedback:
- storyteller - enjoyed storytelling - feel awkward as the listener - special role of the scribe
- Nice to speak without interruption - really deep listening
- Difficult to speak for length of time - responsibility to listen - start me reminiscing

Dialogue Walk
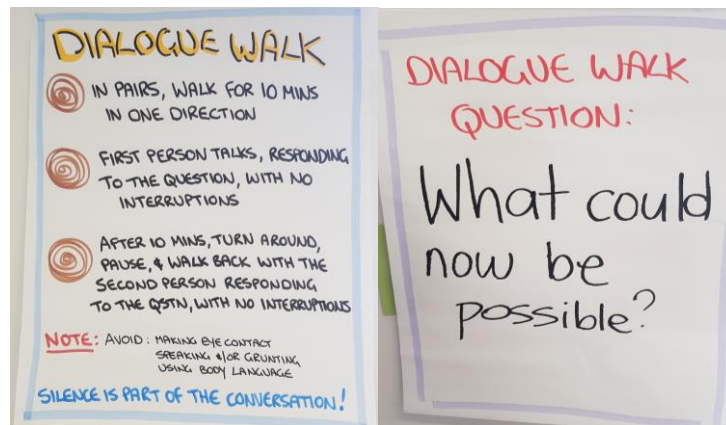
Michelle explained the Dialogue Walk process (as pictured above). A dialogue walk provides space and opportunity for people to discover surprising insights and wisdom about themselves and others through listening without interrupting, or judgement.

Affinity Map

Using the Affinity Mapping process Jax and Tirrania took us through "What we heard" during the Dialogue Walk.

- it's all about creating safe spaces for people
- Keep to develop programmes to help the community
- The pub is a great place for community to meet
- That I could do this work & be recognised for it
- New way of thinking of things
- I could help small organisations be valued again
- You are allowed not to talk
- Every day is a new possibility to learn & grow
- Great stuff is happening in this community
- Community capacity
- Lots of skills exist here
- Most people have skills & abilities to want to be useful
- Change IS possible
- There's no problem that can't be solved
- I could build the capacity of various organisations to make an impact on things that matter globally
- Lauren is amazing!
- Skills / tools (here)
- Tools to be used in Ballina or Lismore
- Empowered by the knowledge learnt
- Use the tools in the lead up to NAIDOC
- Tools useful for casework
- Good to be part of a great team
- New confidence from learning new skills
- Positivity regarding team
- Now we can out this into practice as a team
- Uncomfortable speaking for 10 minutes initially & then becoming more comfortable

18

Powerful Questions

Michelle gave an overview on powerful questions, which would support the rest of day's journey into project design and action. The areas she focused the powerful questions teach on was for:

- Thought provoking
- Focusing attention
- Stimulating curiosity & creativity
- Creating forward movement
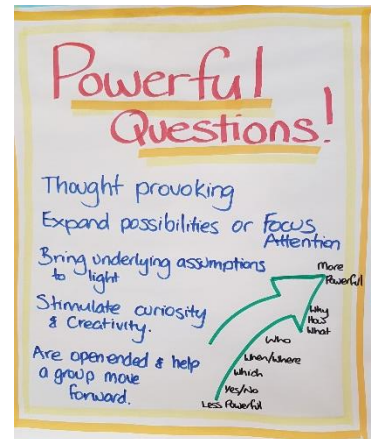
World Cafe
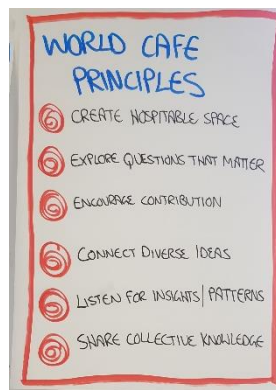
World Café with Dee, Dean and Yvie: The World Café is a method for creating a living network of collaborative dialogue around questions that matter in real life situations. It is a provocative metaphor. As we create our lives, our organisations, and our communities, we are, in effect, moving among "table conversations" at the World Café.

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

1. What time is it in your community?

2. How will you apply participatory community building learnings in your community?

World cafe: Question 1

- now
- Teamwork
- Brave
- The shit is hitting the fan
- Bring services together
- Feeling disconnected / isolated / lost
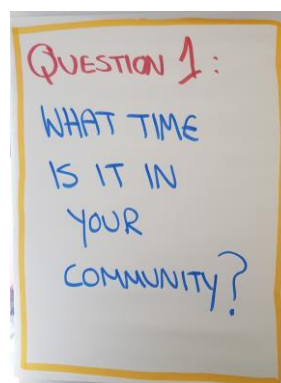
World cafe: Question 2

- circlework is "gold"
- Bring people together for common purpose
- We are the answer
- Top 100 -> networking
- Advocacy
- Strengths & positive convos (ongoing)
- As citizen, community, org, business - globalisation
- Recognise & support good stuff
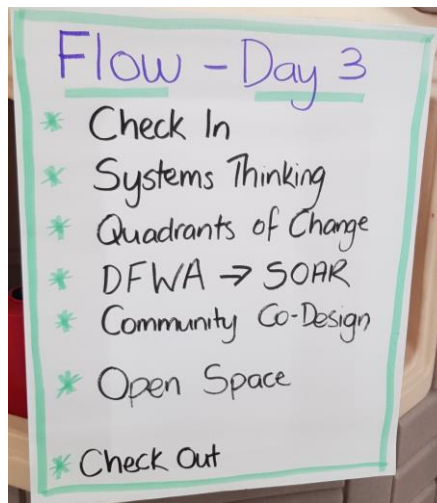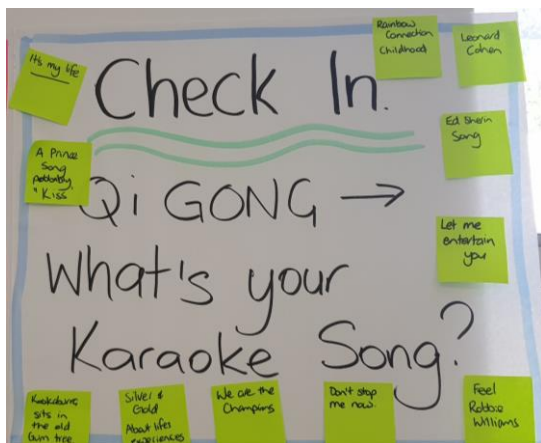- More of the same but better
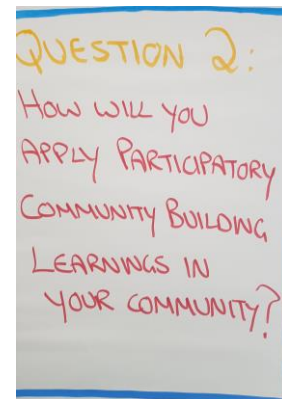
Check Out

Stepping up to host Check out today, Lauren asked us to create a shape with our body to represent how we felt as we leave today.

DAY THREE

Check In

Dean stepped up this morning to host our check in with some QiGong movements before asking "What's your Karaoke song?

- It's my life
- A prince song probably "kiss"
- Kookaburra sits in the old gum tree
- Silver & gold - about life experiences
- We are the champions
- Don't stop me now
- Feel - Robbie Williams
- Let me entertain you
- Ed Sherrin song

- Leonard Cohen
- Rainbow connection - childhood

Systems Thinking

Drawing on her many years of experience Jax shared reiterating the information from our guidebook that Systems Thinking is a sensemaking process that gives you a helicopter view of a complex problem context.

Remember the links to the videos

https://m.youtube.com/watch?v=GPW0j2Bo_eY

https://kindling.xyz/next-systems/systems-thinking-complex-world/
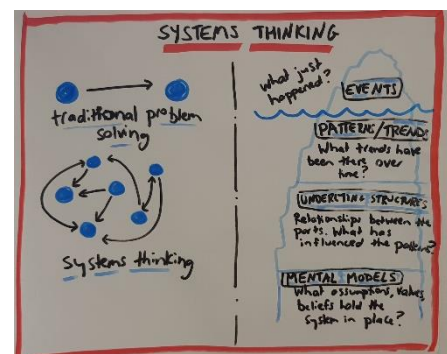
Quadrants of Change

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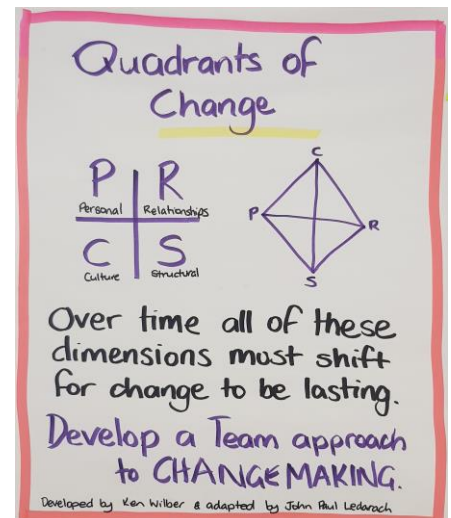
One way to apply the Quadrants is to recognise that not all individual changemakers have agency or positional power to be influential in all of the quadrants so it also makes sense to develop a team approach to changemaking. Some people may be more able than others to make changes to structures, for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

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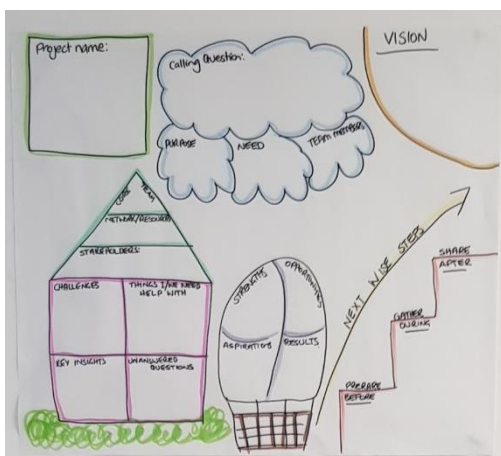
DFWA enables practitioners to get support and wise insights and advice about the concrete outcomes needed, through peer support, and encourages participants to put their learnings about participatory community building and its methods to work on real life events.

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.
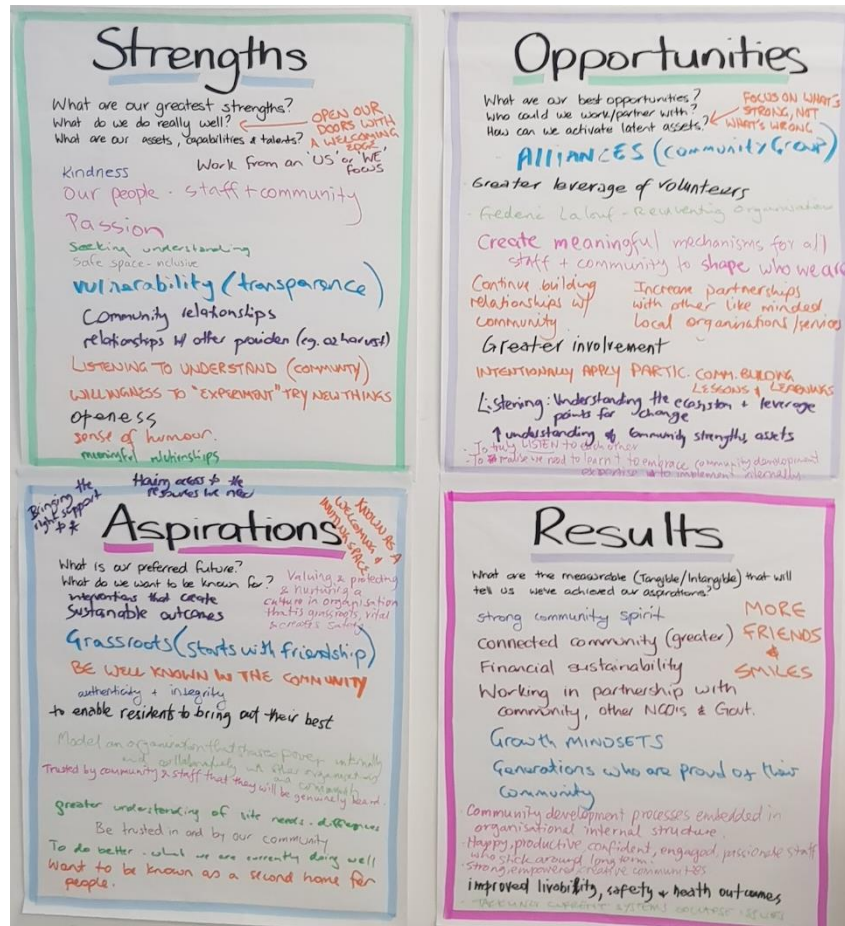
SOAR

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.

We worked through a simple SOAR using Weave as our subject organisation.

See your guidebook for more details on SOAR

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

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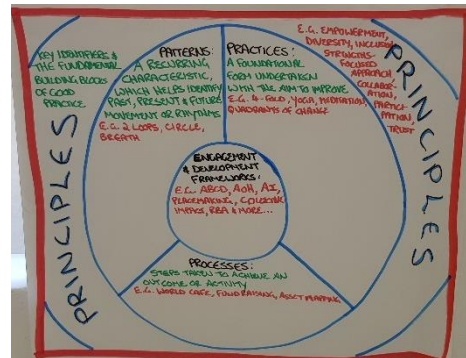
- Circle Work
- Chaordic Path
- Two Loops
- Complexity
- DEC Thinking
- Theory U (?)
- Appreciative Inquiry (3 stages)
- Living Systems

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

Dee also shared the thinking behind two underpinning frameworks – Theory U and the Breath Pattern which can support design, planning and action and gave an overview of the Core Team's Design Day using DEC Thinking

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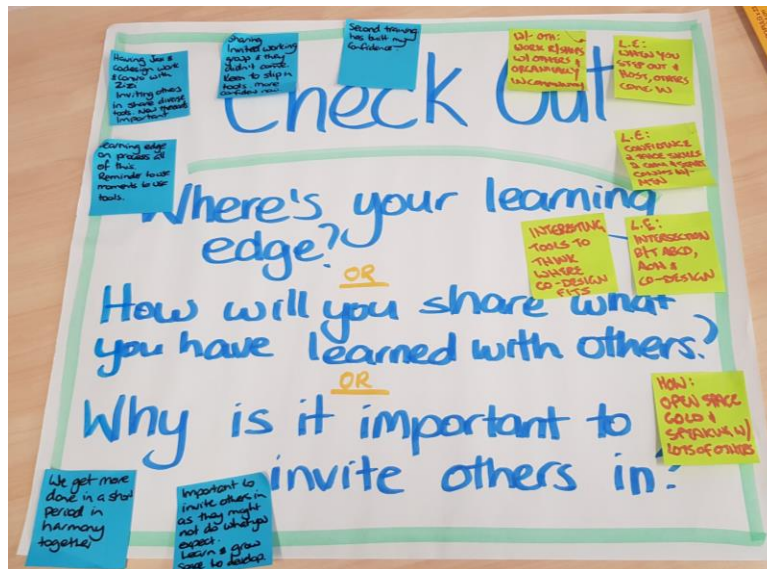
Michelle, and Freya explained the Open Space Process to the group including the principles, the roles and the law of motion. The Open Space market place was opened and an invitation was issued to members of the group to host a conversation around a topic/question that matters.
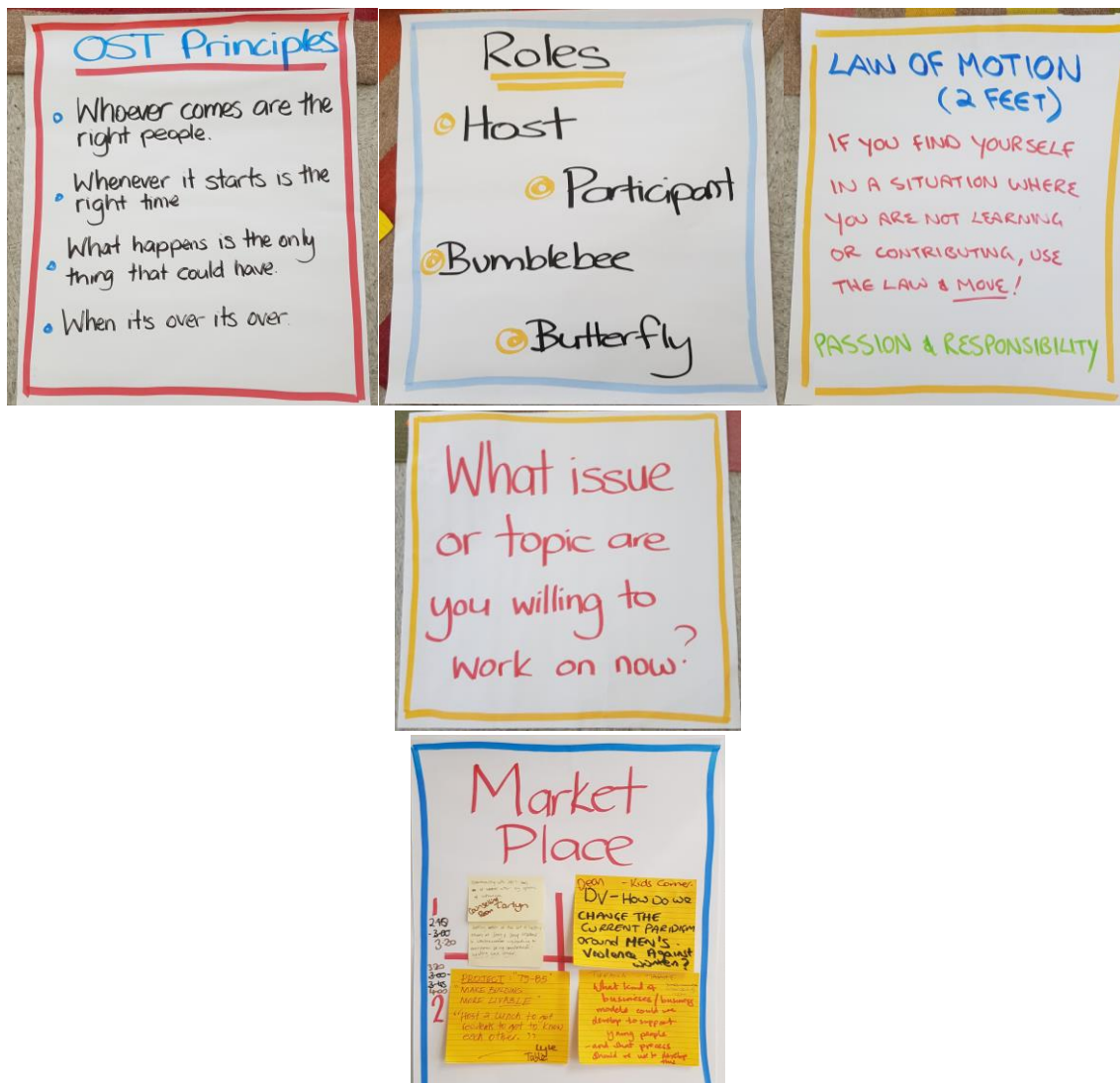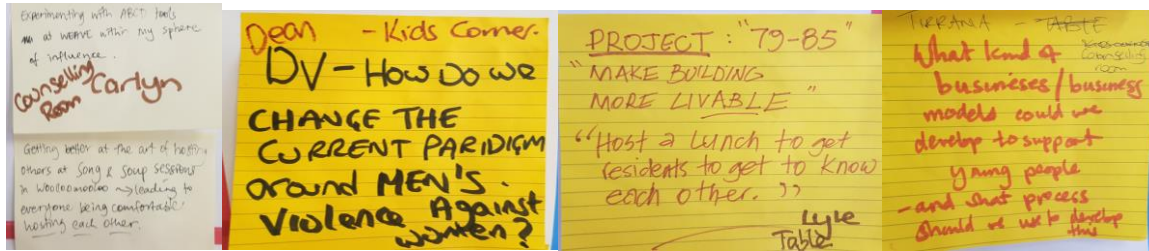
Check Out

- Having Jax & codesign work & convo with Zizi
- Learning edge on process all of this. Reminder to use moments to use tools
- Sharing - invited working group & they didn't come. Keen to slip in tools. More confident now
- Second training has built my confidence
- We get more done on a short period in harmony together
- Important to invite others in as they might not do what you expect. Learn & grow - space to develop
- Sharing with others: work relationships with others & organically in community
- Learning edge: when you step out & host, others come in
- Learning edge: confidence to take skills to community & start convos with men
- Learning edge: intersection between ABCD, AoH & codesign
- Interesting tools to think where codesign fits
- Will share open space "gold" & speaking with lots of others

RESOURCES:

YOUTUBE – CALABASH TRUST
ABCD ANIMATION

Socialdesignsydney.com
ABCD Institute
ABCD Asia Pacific
Jeder Institute
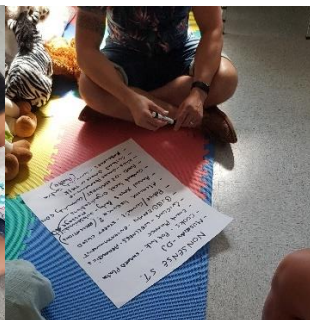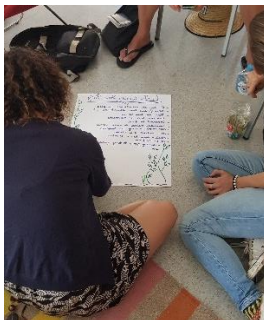TAMARACK WST.
COADY INST.
ACCUMEN online Courses
Frederic Laloux – Reinventing Organisations
Presensing Institute

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