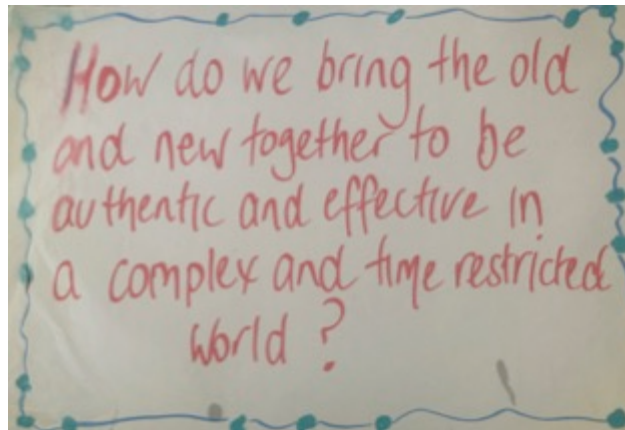


## The Art of Hosting Conversations that Matter A Unique 2 day Sydney Intensive

11th & 12th November 2019  
Karuna Sanctuary, Katoomba & Penrith Library



*We gathered on the lands of the Gundungurra and Darug people of the Eora Nation.*

**Hosting Team:** Brett Pischke, Dee Brooks, Michaela Kennedy, Meredith Baylis, Jason Emmins

**Wisdom Council:** Kathy Jourdain, Jerry Nagel

**Participants:** Bernie, Jessica, Cecily, Mark C, Chris, Trish, Linda, Margaret, Yvonne, Lisa, Aleks, Bruce, Daniel, Rosie, Francisco, Amy, Julie, Sarah, Tracy, Monica, Lee-Anne, Asmar, Steve, Craig, Darlene



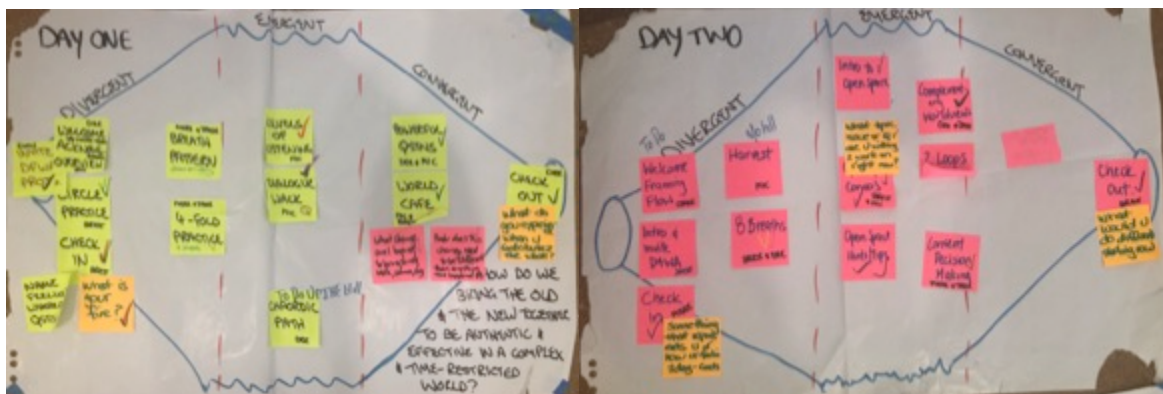
## Design Day

On the 10th of November, the Core Team met for a design day at Michaela's house near Penrith before we headed up the mountain to Katoomba to prepare the space for our participants to arrive. Our preparations for the training included a debrief on "when to leave" in case Tuesday's catastrophic level fire warning needed to be put into action! We knew that the next day's checkin would be unique, that's for sure!



**Core Team's principles of working together:** Curve – bending – flexible – edge – flow.

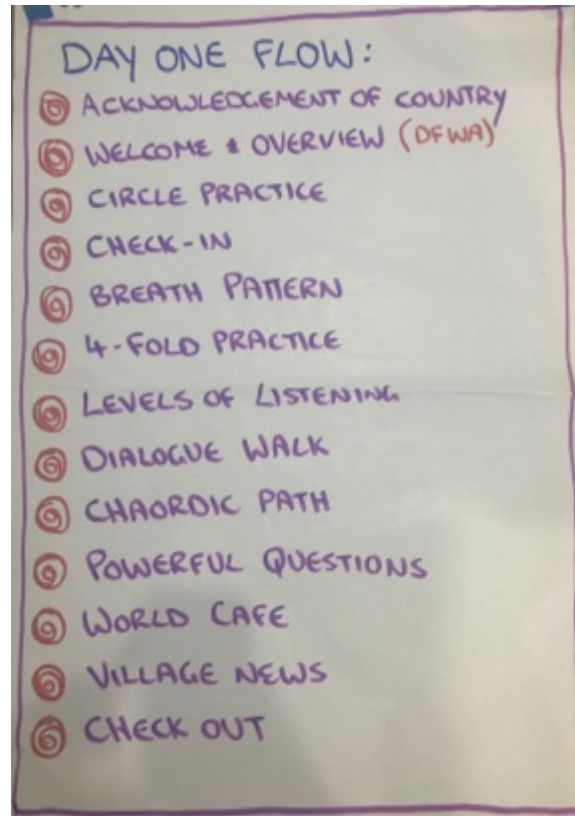
Attentive, active listening. Willness to learn. Help 911. Listen for deeper questions. Observing how people are going. Look at people through their eyes. Non-judgmental. Patience. Respect. Openness. Honesty. Transparent. Respect different ways of learning and teaching. Ask for what you need and offer what you can. Throw a curve ball occasionally. Try and extend the comfort zone. Seamless contribution. Be open to asking for help. Offering to e of service. Support to host. Notice and ask if help is needed. Assist with logistics. Provide feedback. Scribing. Car park for questions that can not be answered. Time keeping. Have fun. Enjoyment.



## Day One

### Welcome!

Over the course of the 2 days, we had fluctuating numbers due to the imminent fires, which were scorching the countryside across New South Wales. We started with a full house and kept an eye on updates from the fire and emergency services during the first day until we were advised to leave the mountain before 11am on the morning of the 2nd day, which we did. Most of the participants reconvened with us down the mountain at Penrith City Library where we were warmly welcomed and hosted by council staff!



## Circle Practice

We started with looking at the Circle Practice and explaining why we were in circle and gave an overview of the principles and practices that were behind this intention.

### Three principles

**Leadership rotates** among the circle, **Responsibility is shared**, for the quality of the experience, **Reliance on wholeness**, rather than one any personal agenda.

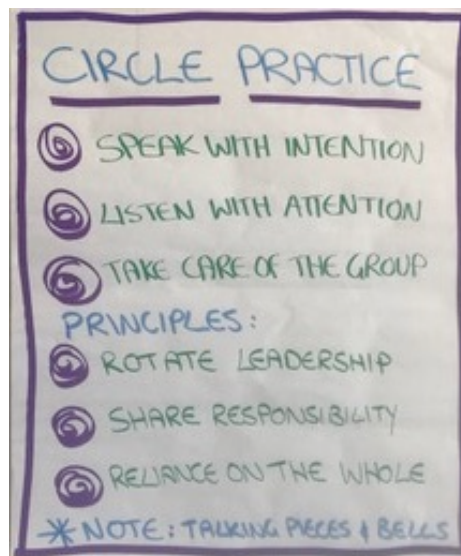
### Three practices

**Speak with intention**, noting what has relevance to the conversation in the moment, **Listen with intention**, respectful of the learning process for all members in the group, **tend to the well-being of the group**, remaining aware of the impact of our contributing.

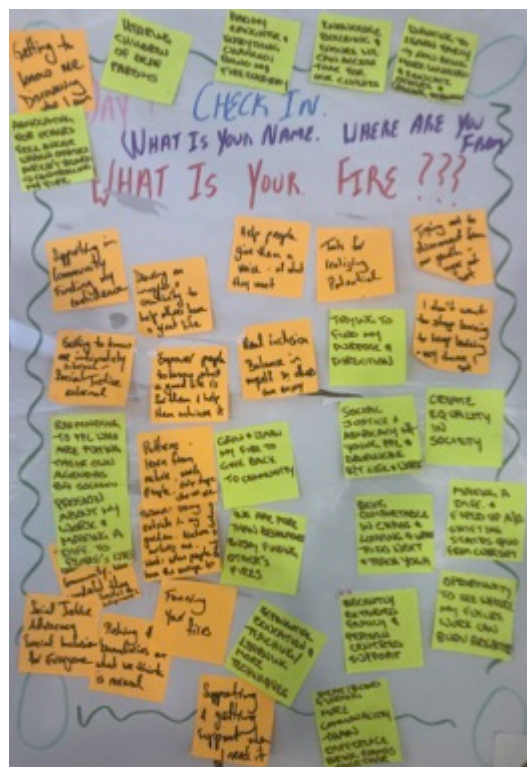
## Day One Check in

Check-in gives people a chance to learn about each other, share how they are feeling and helps people become more present. As a wider practice, check-in can be done before a group, for clarity during a conversation and as a check-out. To start day one we asked everyone to check in by responding to the question, "What is your fire???"

When the Core Team designed this question, it was about "passion" or "the fire in your gut", we found it ironic that we were then in the midst of a bushfire and participants responded with gusto!



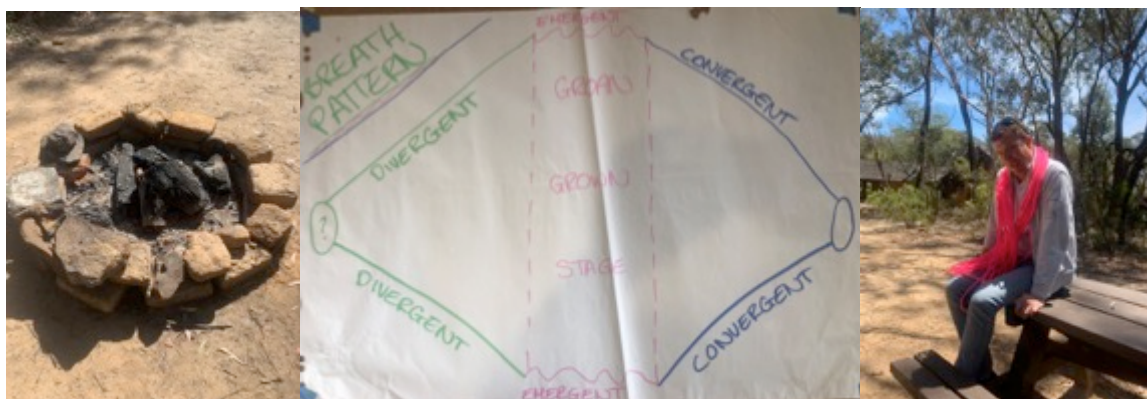
Hearing children of deaf parents, Recently extended family and person centered supports, deaf/blind different work bringing flames together, more community funding, wanting to lean more, being more involved, educating others and growing stronger communities, knowledge building, ensuring we can access that for our participants, had a child and things changed finds fire every day, exploring, teaching, education, learning more techniques every day, fanning your own fire, being comfortable in chaos and looking for what to do next, teaching Yoga, we are more that behaviour, enjoy fighting other peoples fires, social justice and advocacy with young people, work life balance, trying to find my purpose and direction, Advocating for others, feel anger when others are not heard controlling my fire, grow and learn my fire to give back to community, passion about my work and making a difference to people's lives, patterns learn from nature working with people, helping shape who we are, to help people and give then a voice, opportunity to see where my future work can burn brighter, making a difference and being fired up about a shifting statutes quo from the current, helping create equity in society, real inclusion, balance in myself so others can enjoy, tools for realizing potential. Empowering people to know what a good life is and helping them achieve this. Drawing on creativity to help others to have a great life, getting to know me and discovering who I am, supporting in community an finding my confidence, I don't want to stop learning Trying not to disconnect from my youth be younger at heart, I want to keep learning every chance I get, social justice, responding to other people who are putting their own agendas before others, brining strength back to deaf community, social inclusion for everyone, pushing boundaries of what we think is normal, supporting others and getting support when I need it.



## The Breath Pattern

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.



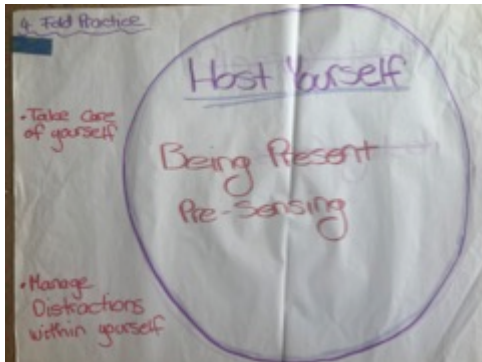
## Four Fold Practice

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

Participants were invited 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.



**Host Self**, being present, pre-sensing. Take care of yourself, manage distractions with in yourself.

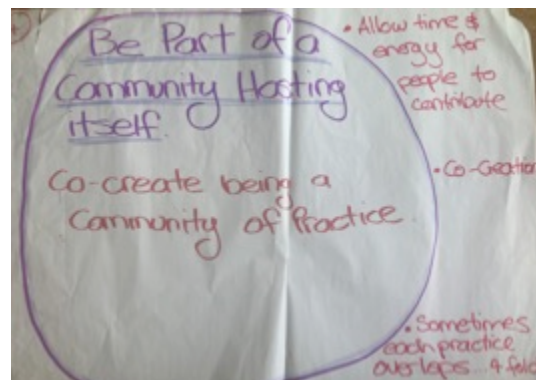
**Be hosted**, participate and practice conversation. Be willing to be open and allow others to host you, Try not to fix problems, be heard and respected, allow conversations to flow.



**Host others**, hosting conversations. Hosting conversations that really matter, allow time for self-reflection and self-determination, be mindful of where everyone is at and what they are doing, observe others and check in with them if needed, active listening.



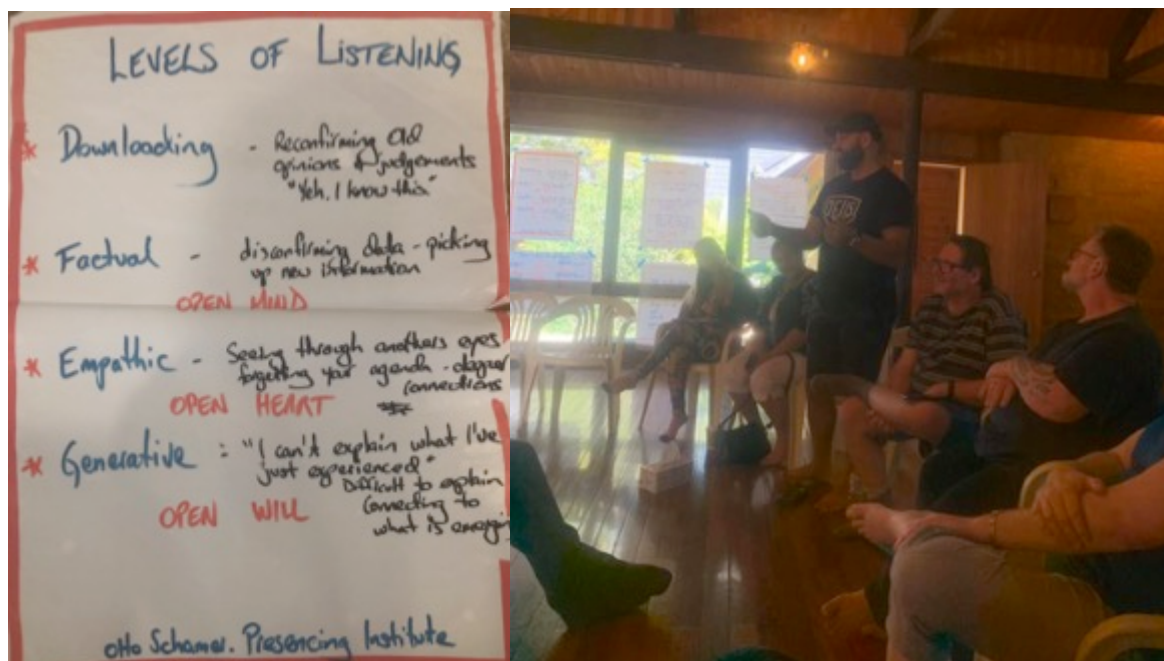
**Be part of a community hosting itself**, Co-create being a community of practice. Allow time and energy for people to contribute, co-creation, sometimes each practice over laps..... 4 fold.



## Levels of Listening

We shared the key elements of listening based on the Levels of Listening from the work of Otto Scharmer, a senior lecturer at M.I.T. and founder of The Presencing Institute and Theory U.

1. Downloading – “yeah, I know that already..” re-confirm what I already know.
  - 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.
  - 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.
  - 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”.
  - 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.

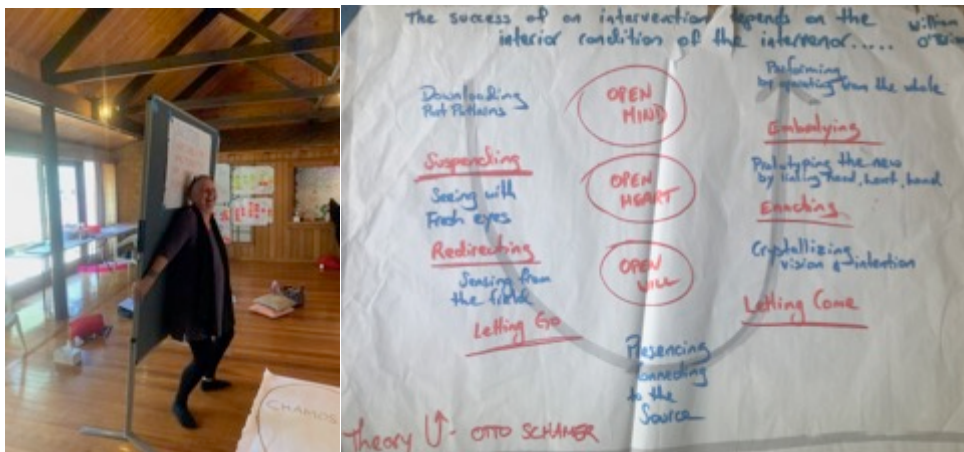




## Theory U

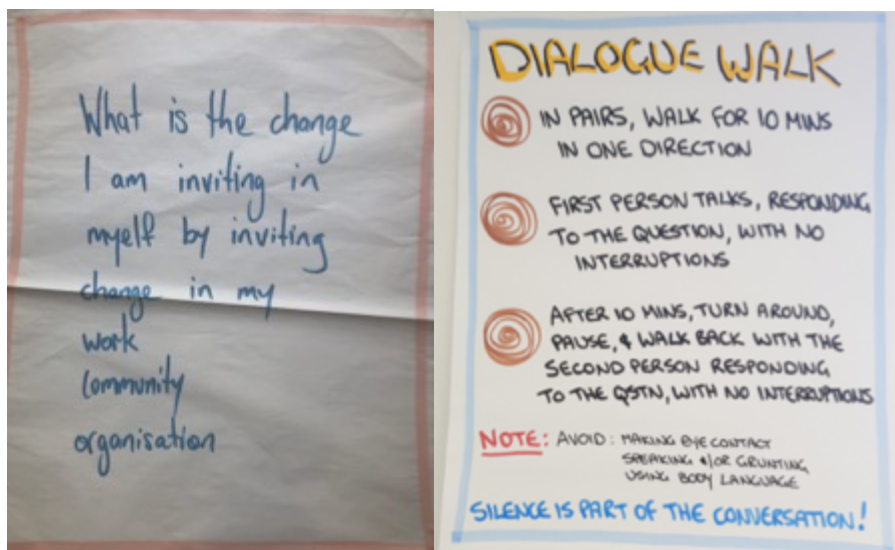
Michaela walked people through the U of Theory U, which says, "Building upon two decades of action research at MIT, the process shows how individuals, teams, organizations and large systems can build the essential leadership capacities needed to address the root causes of today's social, environmental, and spiritual challenges. In essence, we show how to update the operating code in our societal systems through a shift in consciousness from ego-system to eco-system awareness."

Leading From the Future As It Emerges



## Dialogue Walk

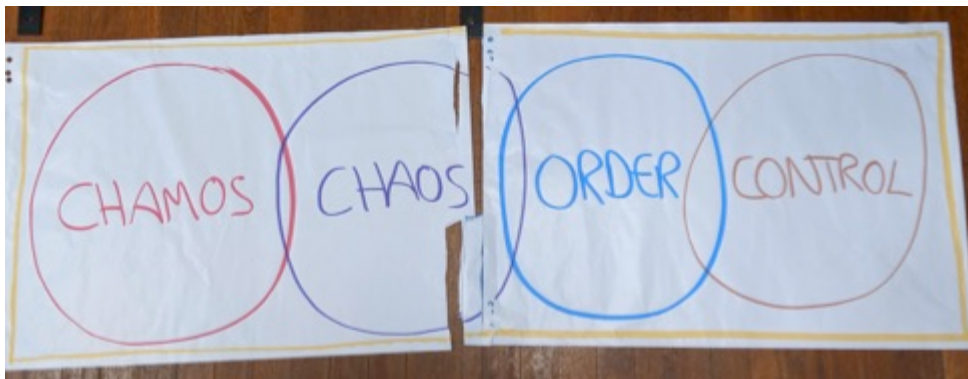
A dialogue walk provides space and opportunity for people to discover surprising insights and wisdom about themselves and others through listening without interrupting, or judgement. The group paired up and experience a dialogue during a walk outside.



## Chaordic Path

Originating with the work of Dee Hock in the development and evolution of Visa to an international network of financial institutions offering “one” credit card, Hock identified the patterns and forces of chaos, order and control that were at play in an animated process that came to the brink of failure at many points along the way. It was clearly experienced that the greatest breakthroughs and emergent ideas came at the intersection of chaos and order, in a system that was more commonly situated in the realm of control. (Sourced from Shapeshift Strategies)

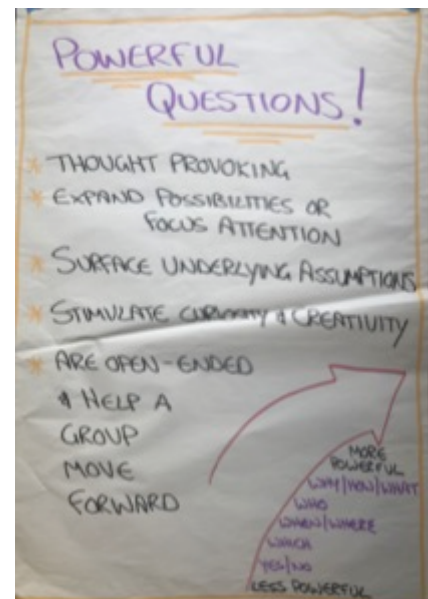
Dee walked participants through the Chaordic Path and invited them to locate themselves where they felt they were now and where they would like to be followed by a robust conversation about levels of leadership, power constructs and systems.



## Powerful Questions

We shared the thinking behind what makes questions inspiring, energising, and mobilising. The most powerful seeds are powerful questions. A powerful question:

- Is simple and clear
- Is thought-provoking
- Generates energy
- Focuses inquiry
- Challenges assumptions
- Opens up to new possibilities
- Evokes more questions
- A powerful question focuses attention, intention and energy



## World Café

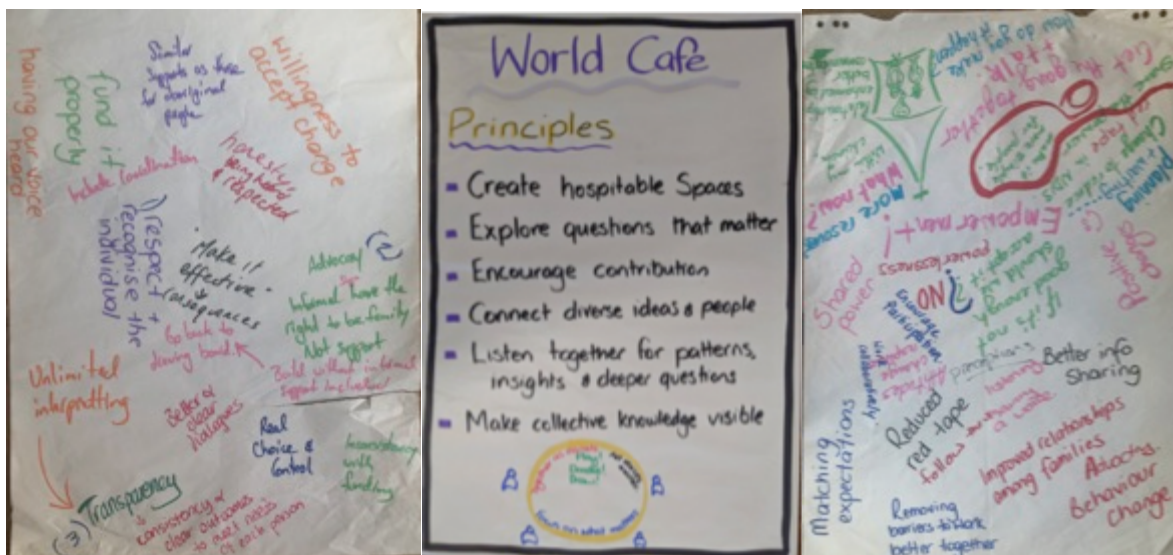
The World Café is a method for creating a living network of collaborative dialogue around questions that matter in real life situations. It is a provocative metaphor. As we create our lives, our organisations, and our communities, we are, in effect, moving among 'table conversations' at the World Café. (From The World Café Resource Guide)



The questions we used were:

Question 1: What is the change I am inviting in myself by inviting change in my work/community/organisation?

Question 2: How does this change need to be different from anything that has happened before?



# JEDER Institute



## JEDER Institute



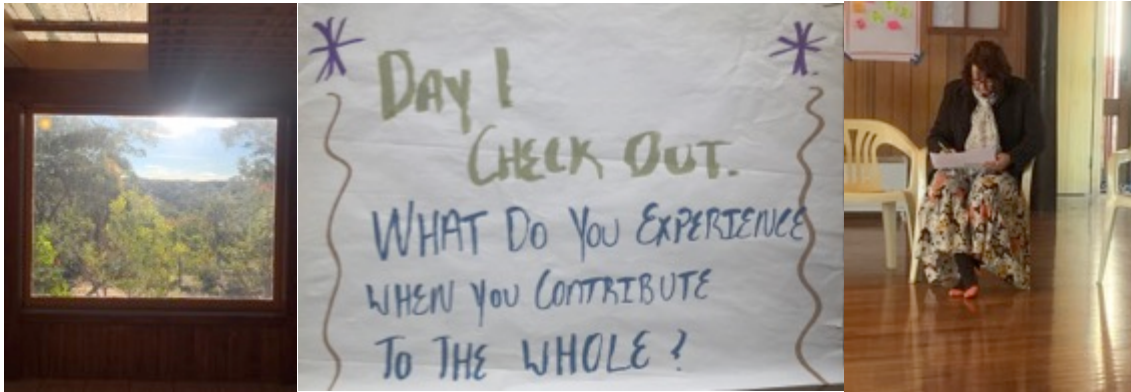
ABN 61 168 152 869

PO Box 353, St Clair, NSW 2759

Email: [admin@jeder.com.au](mailto:admin@jeder.com.au) WWW [jeder.com.au](http://jeder.com.au)

Before finishing for the day, we offered a space for Village News to be shared and encouraged others to share anything they wanted to contribute, for e.g. morning yoga, a lift into the shop etc.

## Check-Out



We had a check-out question, “What do you experience when you contribute to the Whole?” but felt it was necessary to change this to honour the people who had hung in there with us all day, whilst we got fire updates and made decisions about leaving. A couple of people left during the day and we had asked them to share their appreciation or gratitude for something they had heard or seen so, we used the same question for everyone.



## A Gratitude or Appreciation Checkout

Thank you for accepting the deaf community, thanks for allowing us to be in the circle, look at improving the culture. Connection spark reflection time. More thinking, strength, how to improve our culture. Accepting my people, lots in common. Connect, sparks reflect, yoga class. Not a cold experience, enjoyment. Sharing something of yourself. Generosity of concerns, reasons of the patterns. Thank you for sharing, learnt a lot on day one. Core team values, flexibility thanks to everyone. Thanks dad and thanks for the yoga and dumbing. Good conversations, not negative, enjoyment. Reassurance of practices, explore possibilities for the tools and pattens. Connections, made new contacts. Pleased to meet you all, have lit the fire. Thanks for letting me be in the room, acceptance, common threads. We will always have katoomba. Being allowed to step up, being able to participate to get what I need. Understanding of the process, quality training. Being welcomed to JEDER, opening up the flood gates to be able to share. New interesting people thank you. Happy and sad at this time, good experience, loved this space. Safe and trusting. Technology, to be able to keep inContact with family, being able to come together. Welcomed, opportunity to share, opened the flood gates. Deafer Jeder. Thank you to the core team and to everyone that showed up. New interesting people, experiences. Not just training, training for the purpose. Inclusive and welcoming. Understanding the process and how things worked. Allowing me to join, different light. Sharing, knowledge of other, learnt a lot. Generosity. Safe and trusting, allowed to grow. Sharing of wisdom. Sharing culture. likeminded people. New tools and frameworks, made me welcome.



End of Day One Facebook post from Dee:

*“For anyone worried about our location, we have had daily fire checkins with the whole group, we have direct contact with the RFS next door who is keeping us up to date, Katoomba central is 3 mins drive and fire control is 2 mins - we have had 3 participants choose to leave today and tomorrow morning we will have more discussions before the day starts to reassess our movements!*

*The fire updates are being checked regularly and the closest one is 50k’s away and contained - we will not be mucking around about our decision and are making sure everyone knows the plan of action if/when we decide to evacuate!*

*We are not taking this lightly! We went into town for dinner and spoke with plenty of locals and all the neighbours know we are here and will help with advising us!”*

And then we partied, drummed and talked for the few hours that we could before leaving!



\*\*\*\*\*

## Day Two

Day Two started with a brief checkin and update to inform people that we had made the collective decision to leave the venue by 11am and had organised to reconvene at Penrith Library.

Dee's Facebook update:

*"Update: we are all leaving the mountain! We had a final checkout for those who are worried about fires in their own areas and half of us are relocating to Penrith Library for the day! I feel relieved about our collective decision! Better to be safe!"*

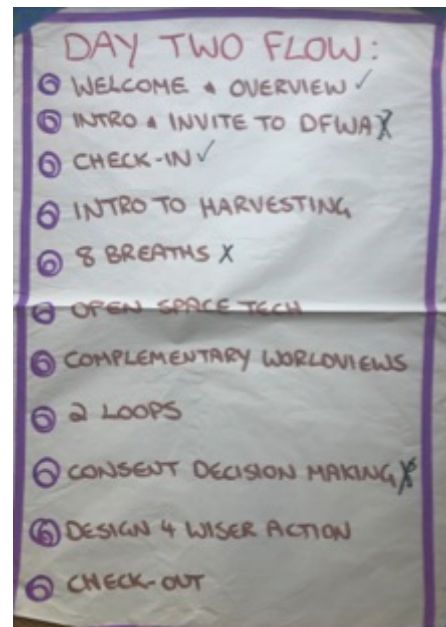
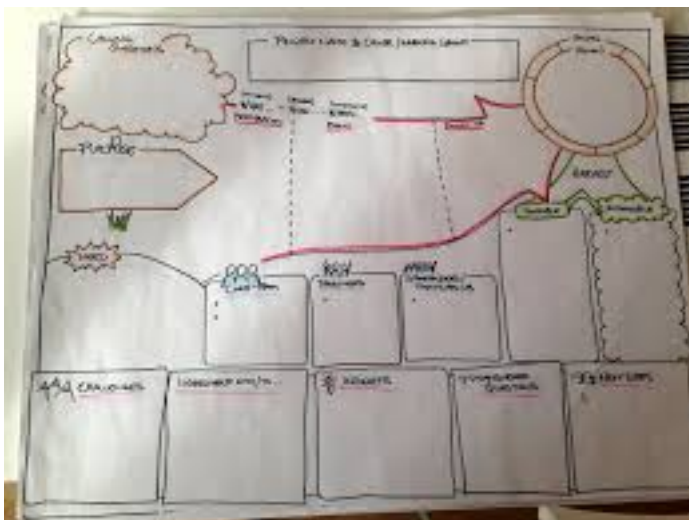
### Welcome back!

We started just before midday, after settling into the Penrith Library and the participants were welcomed back and given an overview of the revised day.

Some of the practices were only able to fit in as a brief teach. We all did our best to support learning, teaching and sharing in what was now a half day.

### Introduction and invitation to Design for Wiser Action

The Designing for Wiser Action process was created to give humans – process practitioners an opportunity to ask for help and the rest of us an opportunity to practice both design and generosity.

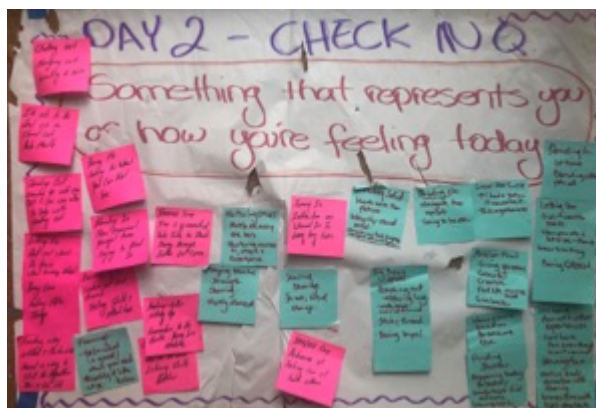




## Check-in

Meredith invited people into a check-in process using picture cards, which was relevant and appropriate to gauge people's emotions and feelings about a hectic 24 hours and to ground and re-centre them for the day.

- Pick a card.
- Something that represents you or how you are feeling today.

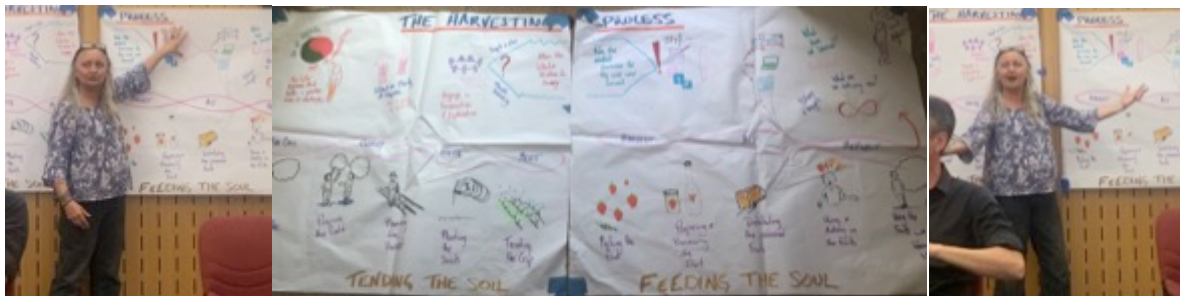
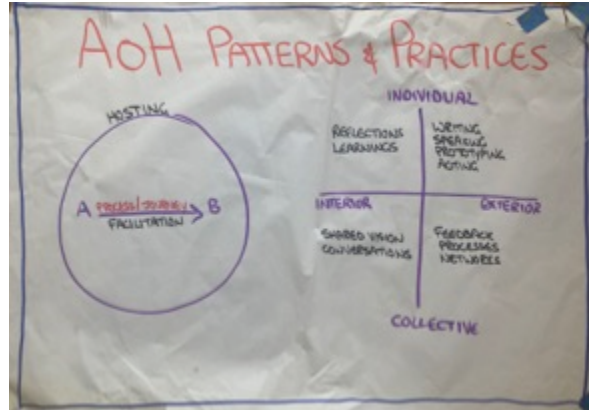


Being me, looking for what you can not see. Letting go, did not want to leave, what is coming next, being green looking after things. Blending in new environment being the youngest person. Standing out, growing up the odd one out, UNI was able to help me with not standing out. Its ok to be deaf, its ok to stand out to be a role model. Chilling out, hanging out. Tasking care, realization taking care of others is important. Big fuzzy spiders, reaching out-offering hugs, wide gaps, being loyal, moving forward. Sensing change in me, lots of change coming. Strength, sharing, helping others. Tuning in, interactions being woven into every day lives. Nurturing others, nice to see people here, nurturing others and everyone. Taking time, the tree is grounded, taking the time to think things through for better out comes. Standing solid, words more than pictures, stand solid, sometimes feel the weight has been lifted. Holding on, Navigate two worlds, going to be ok. Finding shelter, growing more, ideas grow help them grow. Giving, colorful, full life, giving back, hearing deaf. The green sea turtle is the totem that would be picked, taking chances. I will have fun even if the heart is racing, connection with eyes deep/dark. Letting go, did not want to leave, being green. Being filled up, connection to the earth being in nature. Listening well, better listening skills. Take what is good/what you need, quality of life, wise, relaxed. Finding way settled and comfortable, found a way to still be together, this move is like life. Blending in, 1<sup>st</sup> time being with you all. Testing skills and abilities.



## Introduction to the Art of Hosting and Harvesting

The Art of Hosting and Harvesting Conversations That Matter is a set of participatory leadership theories, tools and practices designed to enable communities to self-organise in order to learn, create and engage solutions from within to address the challenges they face together.



## The Harvesting Process

### Tending the Soil

Sensing the need – prepare the field - planning the harvest – planting the seed – tending the crop

### Feeding the Soul

Picking the fruit - preparing and processing the fruit – distributing the processed fruit – using and acting on the fruits – using the fruits. What's next?

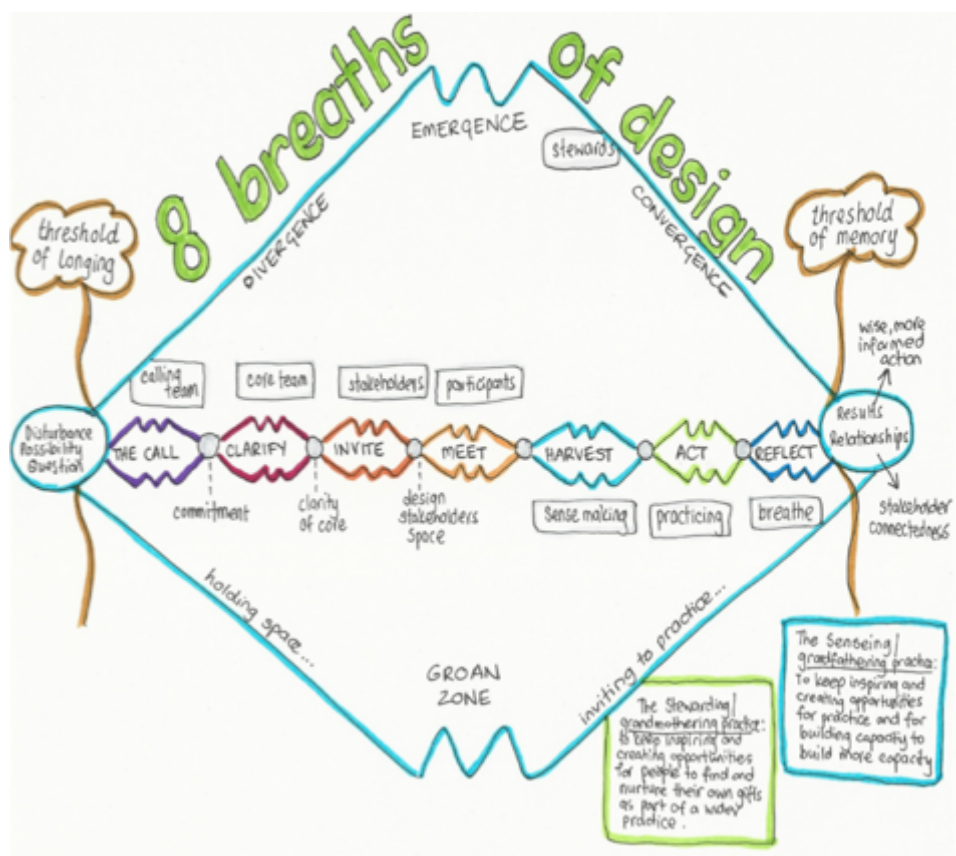


## The 8 Breaths of Process Design

Dee spoke through the 8 Breaths as an overlay on Michaela's teaching of the Art of Harvesting.

- Art of hosting/Art of harvesting. The call. A person that holds a question, issue or a challenge.
- Collective clarify the purpose. Who is going to benefit.
- Powerful Questions. Engage in conversation and exploration.
- Allow the collective wisdom to emerge. Make it simple and clear and thought provoking. Make the needed decisions for the wise way forward.
- Get the word out (email, text, Facebook, twitter, Instagram)
- What have I learned. Practice practice practice. What is next.

It was a brief teach which married the 2 together and people were encouraged to look for more information in their guidebook or using the web resources listed in the book.

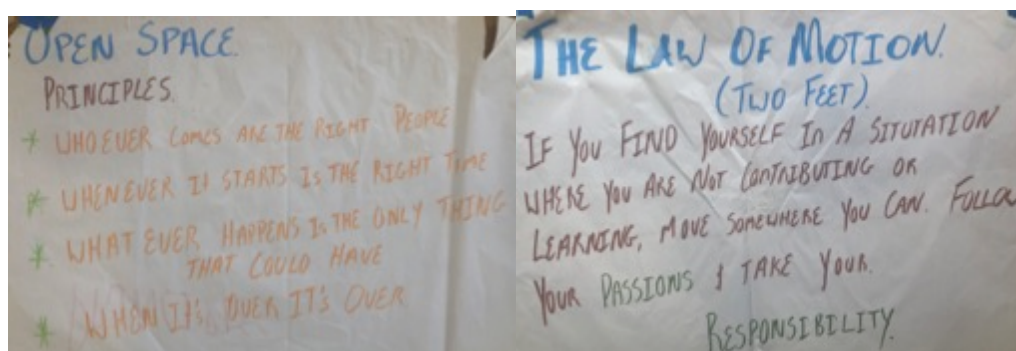


The Call – Clarify – Invite – Meet – Harvest – Act – Reflect

## Open Space Technology

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.

We 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. This was an interesting exploration with participants engaging in different groups and exploring some of their passion ideas and projects.



### Principles

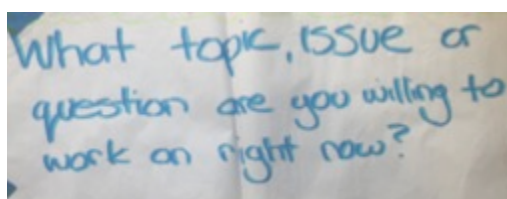
- Whoever comes are the right people
- Whenever it starts it's the right time
- Whatever happens is the only thing that could have
- When it's over it's over

### The Law of Motion (two feet)

If you find yourself in a situation where you are not contributing or learning. Move somewhere you can follow your **Passions** and take personal **Responsibility**.

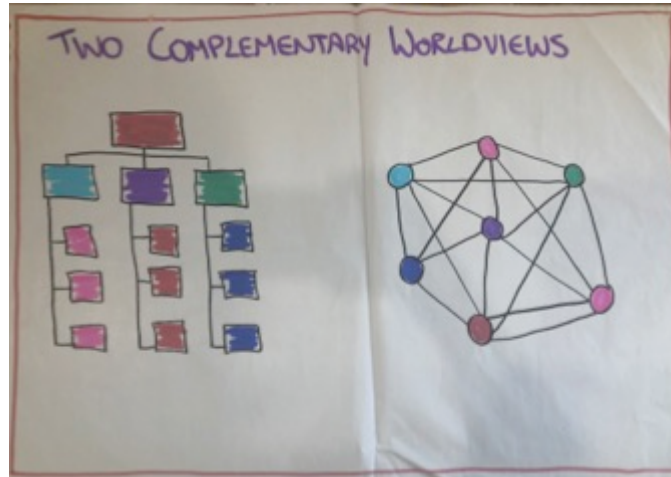
### Roles

- Host: announce and host a workshop
- Participate: participate in a workshop
- Bumblebee: "Shop" between the workshops
- Butterfly: take time out to reflect



## Complementary World Views

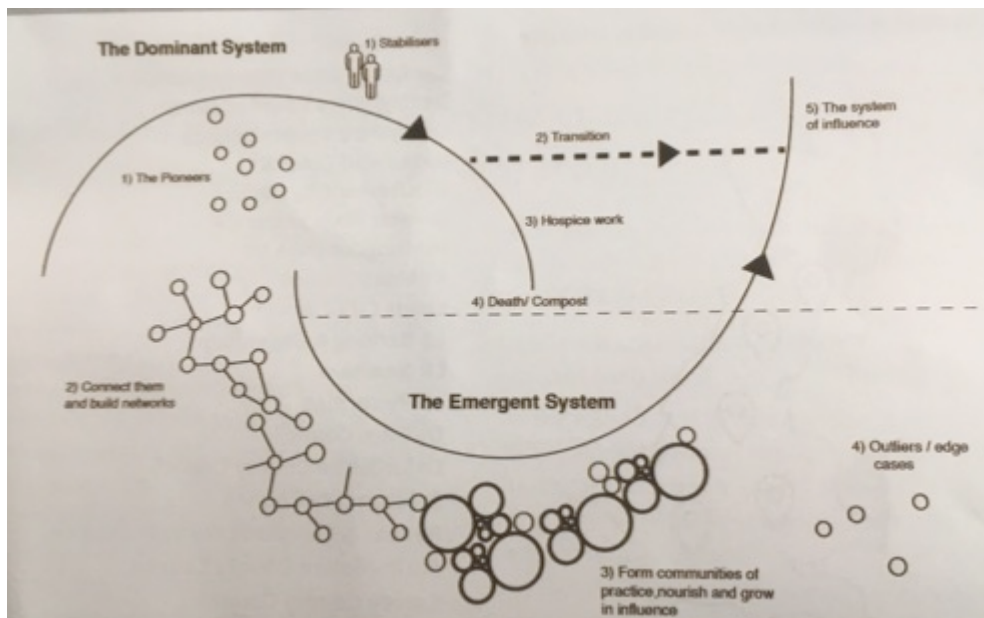
Dee introduced the concept of these worldviews and invited people into an open discussion about how they are complementary and how they show up in each person's life, work and world.



## Two Loops

Dee walked participants through the two loops, using tape on the ground and encouraged them to consider 2 questions:

- Where do you currently see yourself in this pattern?
- Where would you like to be? (or aim for)



## Consent (Generative) Decision Making

Dee talked through this poster briefly although; we did not get to have a practice, due to timing shortages. More information can be found in the guidebook.



## Design for Wiser Action

Participants offered the following proposals to ask for the peer wisdom in the room to work on together.

- Water being brought and sold to the highest bidder.
- A new way of writing positive behaviour management plans
- Inclusive hub space
- What are positive ways for caseworkers that are busy working with individuals to assist in creating stronger communities



## Check Out

*Question: What will you do differently starting now?*

Breathing more, in a different way. Take tools on board and reach out to support others. Thankyou love you all. Listening to the voice of others, slowing down. Being more open to opportunities to contribute. Starting as a CoS when I get back. Steering the boat more, taking steps forward. Will be offering more gratitude in our organization. Reflect and collaborate to support each other. The way I ask question and listen. Consent decision making at organisation. Acknowledgment and appreciation of the global collective that this training gives to us. Why do I stay in the shit it is smelly. Hosting a conversation with the deaf community. Tolls are new give me the time I need to use them, like to keep learning. Look at how we can used the tools. Be a host to myself for the first time. The way up, ask question and listen explore the idea of consent instead of consensus. Sit back and think about tools I can use. Bring the conversation to young people. This feels real. Continue to listen more. Utilize the tools with people for making a difference. Need to put this in writing. Be more open to opportunities. Lots to take in, practice this more. Need to do more for this to sink in.



## Core Team Gratitude and Thanks!

We would like to thank the participants, the deaf community translators, the venue and the traditional owner's of the land we met on in Katoomba and a huge thank you to Penrith City Council and library staff for their quick actions and care in offering us a new venue when we were evacuated from the mountain. It was an intense couple of days and we are very grateful to the fire and emergency services for keeping us informed and aware during the time of evacuation.

*The final afternoon view from near Penrith towards Katoomba*

