

Realizing Community Collaboration A Dialogue with Community Leaders

Golden Civic Centre July 10, 2015 Think NOT FOREVER OF OURSELVES

NOR OF OUR GWN GENERATION

Think OF CONTINUING GENERATIONS

OF OUR FAMILIES

Think OF OUR GRANdchildren

Think of our grandchildren

And of those yet unborn

Whose FACES are coming

FROM BENEATH The ground.

Peacemaker 1000 A.D.
IROQUDIS Confederacy

Purpose

The purpose of this workshop is to think together about how best to organize individual and collective efforts (including a possible prototype) to support the future well being of the community.

Proposed Results for today

We leave with...

- Greater understanding of the current reality (where collaboration is working well and where it might be improved).
- 2. Enhanced understanding as to why or why there isn't a need for change.
- 3. Insights into the possibilities we see for the community.
- Insights and learning about effective collaborative tools and where there might be specific opportunities to apply these.
- 5. An understanding of what a Community Team prototype might look like and whether it is an idea worth pursuing
- 6. A list of ideas, approaches and specific opportunities for enhancing collaboration.
- 7. Commitments to clear next steps.

Listen generously even "generatively"



Impact of language – our interpretations

- 1. Half the time %
- 2. Sometimes ____%
- 3. Almost always ____%
- 4. Usually ____%
- 5. Once in a while %
- 6. Hardly ever ____%
- 7. Occasionally ____%

Otto Scharmer – Levels of Listening

Levels of Listening

- Level I Downloading. Confirming what you know.
- Level II Factual. Focus on what is different from what you already know.
- Level III Empathic. Open heart listening. Seeing the world through another's eyes.
- Level IV Generative. Listening from the emerging field of the future what could be possible.

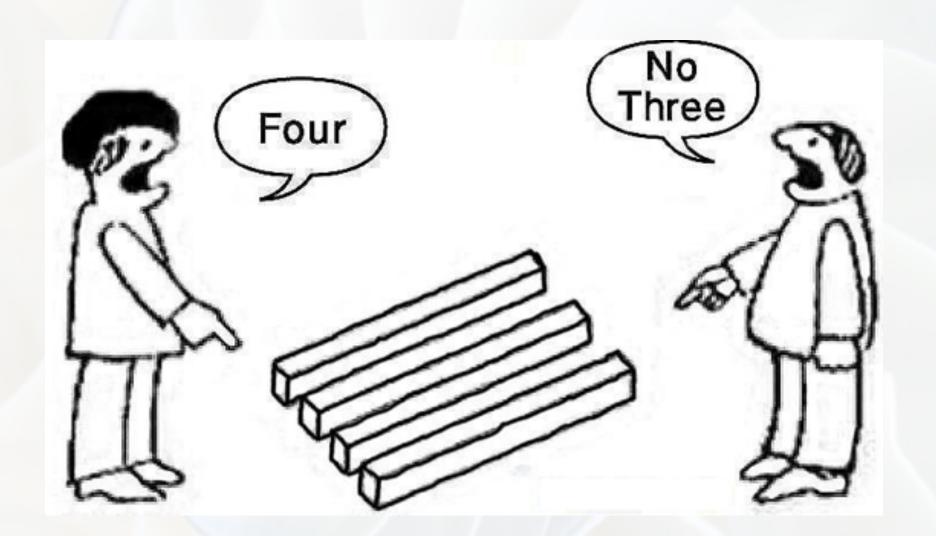
If I can look out through your perspective and you through mine, we may both see something that we would not see alone!

Peter Senge

- Listen generously
- Accept any idea for at least a minute

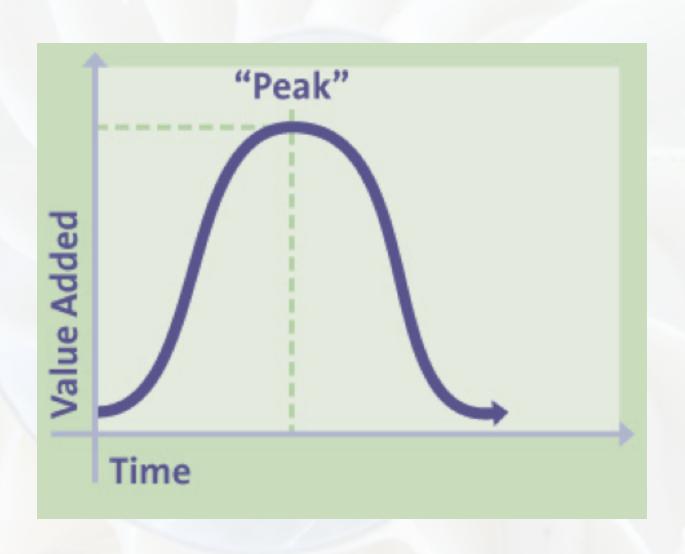
- Listen generously
- Accept any idea for at least a minute
- Be curious be open to others perspectives!

I TAPED THE REFRIGERATOR NOTE.



- Listen generously
- Accept any idea for at least a minute
- Be curious
- The "Peak"

The Peak



- Listen generously
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- One conversation at a time
- Cell phones off
- · Focus on the big picture vs. the "immediate"
- Welcome the Quiet Voices (create space).
- Bring on Wild Ideas

Assumptions

- There is opportunity to enhance collaboration amongst and between different organizations.
- There are a range of different views on what enhanced collaboration looks like – where and how it could happen.
- Change is more welcomed by some than by others!

Assumptions

- Funds from-this-community, and for-thiscommunity, can be allocated in a more open, collaborative and meaningful ways.
- There are different ideas and perspectives as to what a Community Team looks like and means (and whether or not it is an idea that a group of people care enough about to pursue.)
- People in this room have different perspectives on what is needed and how to go about cocreating the future.

Assumptions

- We know that by taping into what people care most about they will make things happen!
- There are examples of collaboration happening within the community now.

COLLABORATING TO CREATE HEALTHY COMMUNITIES SOME KEY PRINCIPLES (Margaret Wheatley and Nancy Margulies











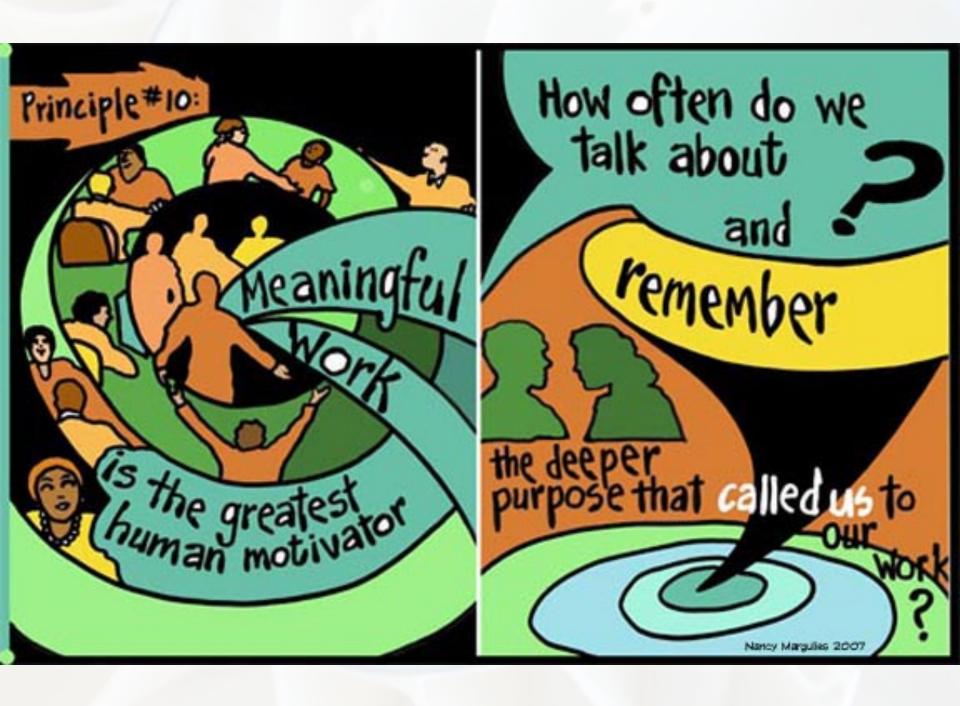












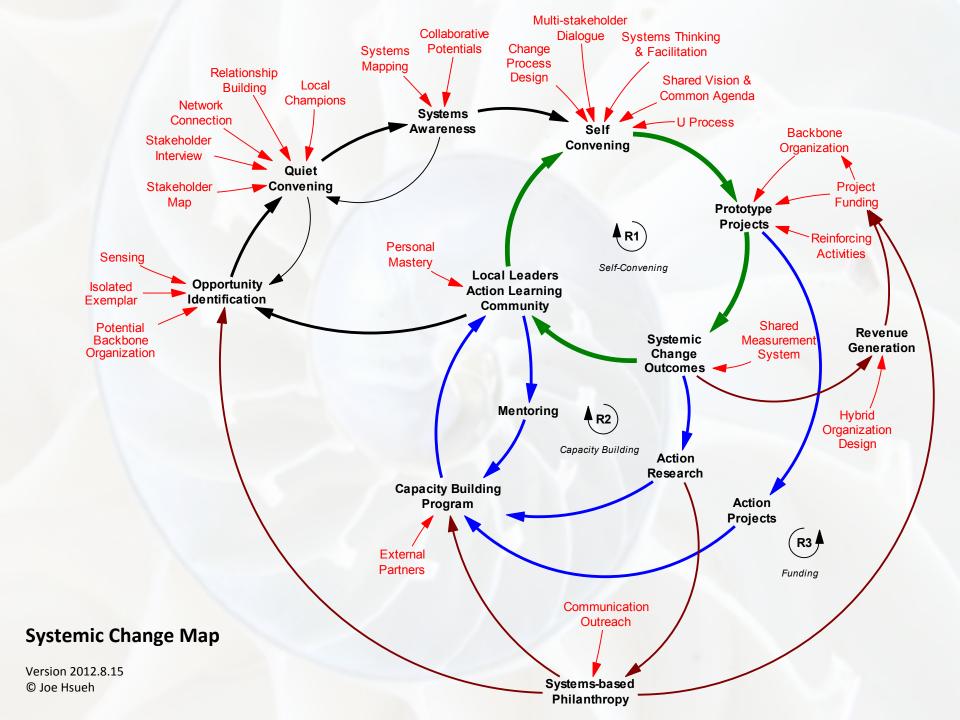


Transformation

Co-creating our future. There are a few things we know...

Transformation starts with conversation – one conversation at a time.

Those conversations if considered within the context of a system can lead to systems change!



Transformation

Co-creating our future. There are a few things we know...

Transformation starts with conversation – one conversation at a time.

It starts with people talking about what they care about

One way to discover what people care about is to ask questions and to genuinely listen.

Two Tools to Explore Today

Chris Argyris
The Ladder of Inference

Peter Blocks 6 Conversations of Accountability and Commitment

LADDER OF INFERENCE...

FORM BELIEFS

DRAW CONCLUSIONS

MAKE ASSUMPTIONS

ADD MEANING

SELECT DATA

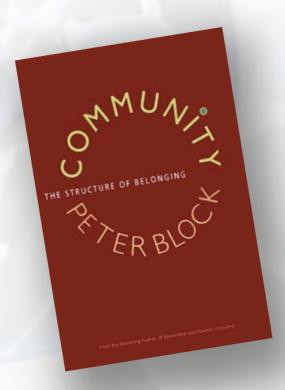
OBSERVABLE DATA

What are examples of collaboration, in support of the kinds of things we want to see more of, in Golden?

Each table:

- Identify 2 examples of effective (on going) collaboration.
- For each example identify 3-4 reasons why it is working.

Peter Blocks 6 Conversations of Accountability and Commitment



6 Conversations....

Invitation

Possibility

Ownership

Dissent

Promises & Commitments

Gifts

The Most Powerful Questions are:

- Personal
- Ambiguous
- Anxiety provoking

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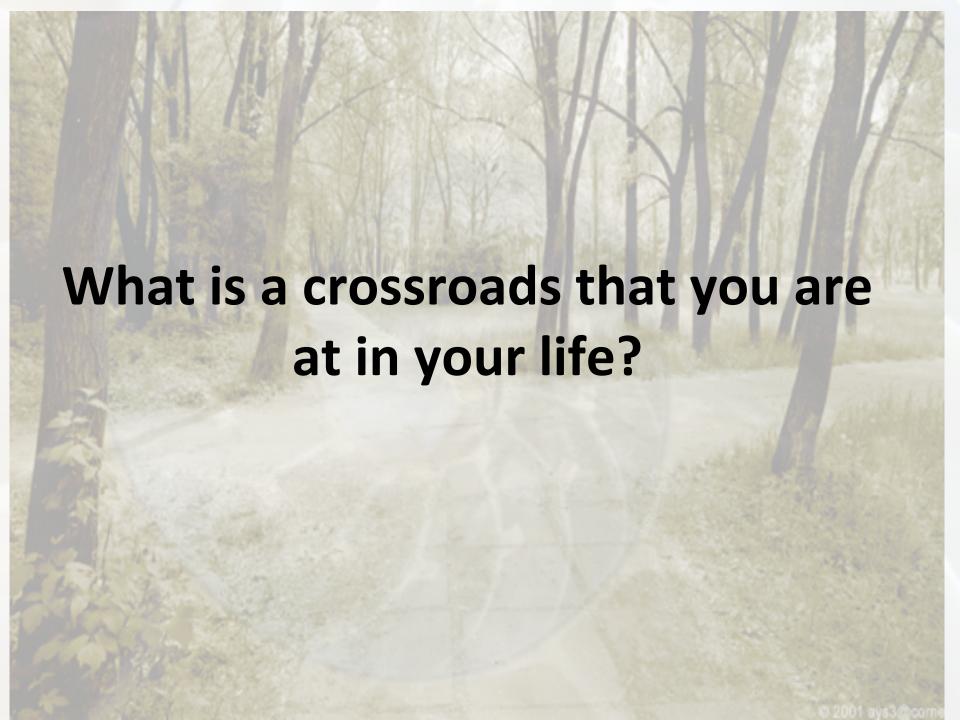
Small Group Conversation

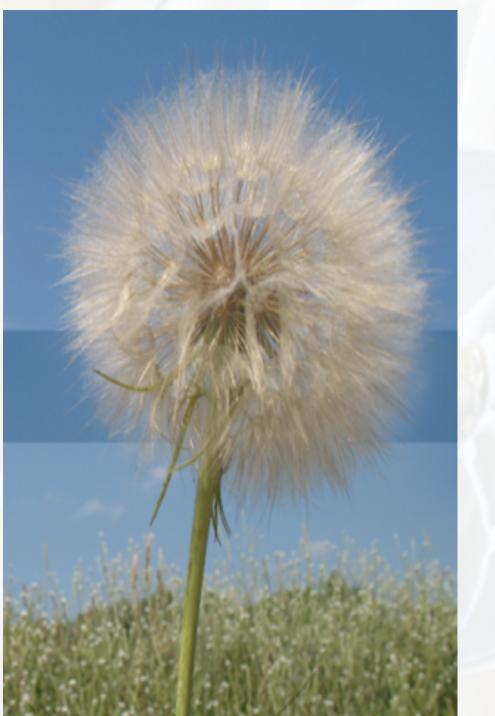
4 people sitting knee to knee!

Questions not answers.

Listen

Replace "helpfulness" with curiosity. Focus on gifts not deficiencies





What is a possibility that you see at this cross-roads?

6 Conversations....

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The Ownership Conversation is one that focuses on whose task is this? Confusion, blame and waiting for someone else to change are a defense against ownership and personal power.

Ownership

To what extent are you vested in the well being of this community?

How participative do you plan to be in creating the future?

What is a story about the community – about collaboration – about others – that you tell yourself, that you might need to let go of!?

- Listen
- Be curious
- Seek to understand

At what cross roads am I (or we as a community) standing when it comes to enhancing collaboration in the community?

Possibilities for Golden

What are collaborative possibilities at the crossroads – for Golden?

What ideas or possibilities do we see for enhancing community collaboration?

What might we create together?

Co-creating collaborative possibilities that we see for the future of our community.

What ideas could we prototype?

Prototyping

Prototyping translates an idea or a concept into concrete action. Prototypes are an early draft of what the final result might look like which means that they often go through several iterations based on the feedback generated from stakeholders.

5 Community Team Imperatives

Need or Opportunity (Magnetic Attractor(s) for a community)

Constellations or 'groups of groups' working together on certain aspects of community development

Shared Vision created through an Integrated Community Sustainability Plan (ICSP) to address needs and opportunities

Stewardship Group to create the Shared Vision, report progress on addressing needs or opportunities

Agreements to set the norms (Terms of Reference), resources (from funders) and deliverables (evaluated & measured) of the Stewardship Group

How would we know we are moving down the path of enhanced community collaboration?

The Dissent Conversation is allowing people the space to say "no". If we cannot say "no" then our "yes" has no meaning. It is when we fully understand what people do not want that we can fully design what they want. Refusal is the foundation for commitment.

Dissent Conversation

- What is the no or refusal that you keep postponing?
- What have you said yes to that you no longer mean?
- What doubts and reservations do you have?
- What is a commitment or a decision that you have changed your mind about?
- What resentments do you hold that no-one knows about?
- What forgiveness are you withholding?

The Commitment Conversation is about individuals making promises about their contribution to the success of the whole.

- What promises am I willing to make?
- What measures have meaning to me?
- What is the promise I'm willing to make that constitutes a risk or major shift for me?