
Creating the Container

Learning Blind Spots – Chris Argyris

Four governing values

- Maximize winning
- Minimize losing
- Suppress negative feelings
- To be as rational as possible

Purpose of strategy is to avoid

- Vulnerability
- Risk
- Embarrassment
- The appearance of incompetence

Essential Agreements (Group Guidelines)

Start and Stop on Time	Assume the best in others
Listen With Respect	Everyone share roles
Be Honest About Not Understanding	Provide Breaks
Agreement on Goals and Objectives	Best practices and research based activities
Follow Through	Use it or loose it
Have Fun	Time to work
Change Activities every 20 minutes	Give voice to the voiceless
Remain engaged	Relevance to our cause

Essential Agreements - Short Way

1. Individual brainstorming. Writing ideas from past experiences.
2. Ask permission from participants if we can start with a sample list
3. Continue to build list from all team members. Gathering suggestion from each member that are different that the sample list. Continuing this process until all ideas are listed.
4. Consolidate ideas if there is consensus.
5. Invite the team to add additional guidelines – what is missing?
6. Review each item on list. Can you live with it? 100% agreement is required.

Long Way

1. Individual brainstorming. Writing ideas from past experiences.
2. **Build group list from all team members. Gathering one suggestion from each member and continuing this process until all ideas are listed.**
3. Go through each item on list, inviting team members to ask author of suggestion to clarify meaning when they are confused about meaning.
4. Consolidate ideas if there is consensus.
5. Invite the team to add additional guidelines – what is missing?
6. Review each item on list. Can you live with it? 100% agreement is required.

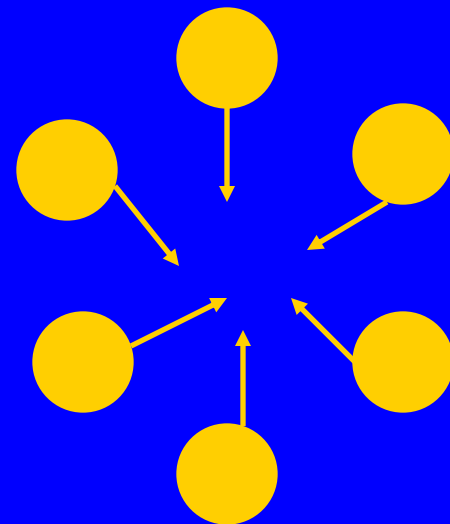
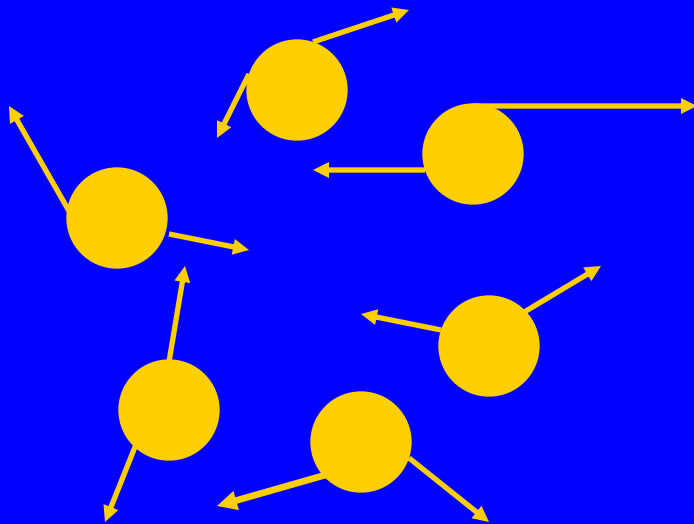
Dynamics of Meetings

- Individuals all come to meetings with personal concerns, past, present & future.
- These personal issues can compete silently with issues being discussed

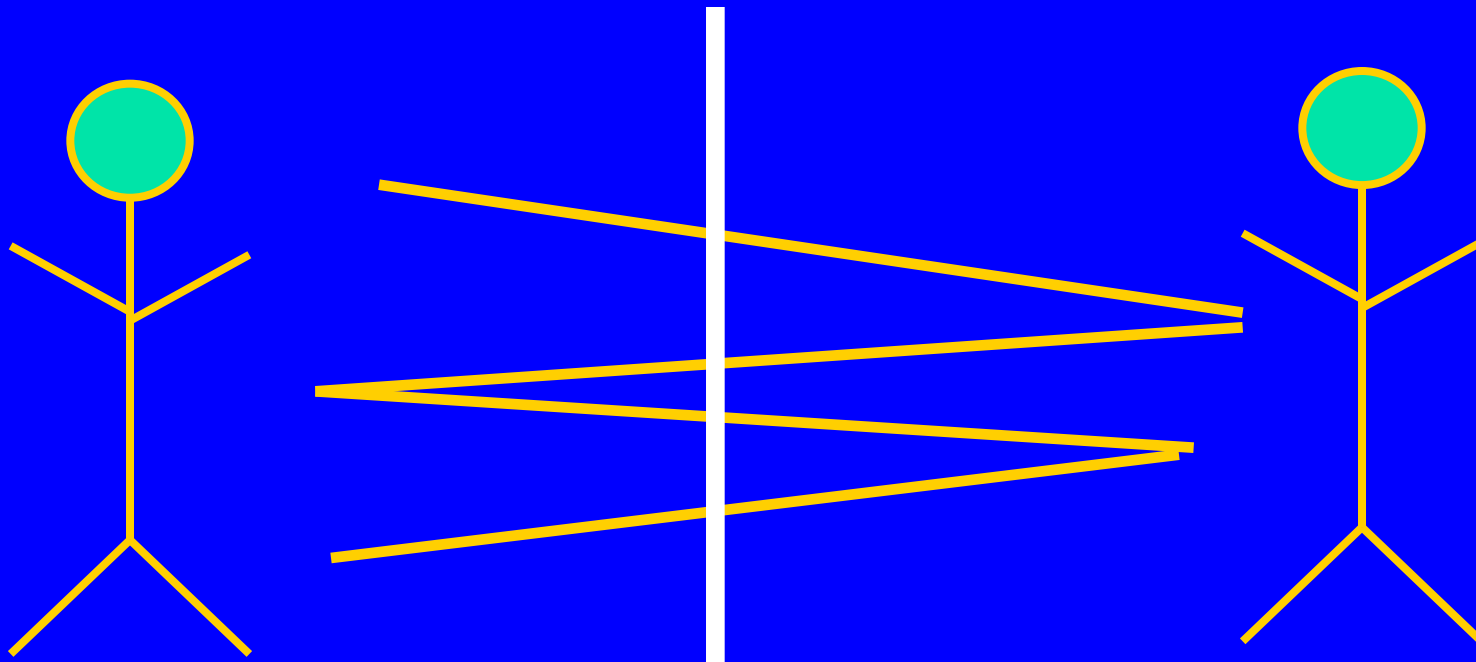
Check In Directions

- Group listens in silence.
- Individuals can pass.
- Participants signal they're finished by saying "in."

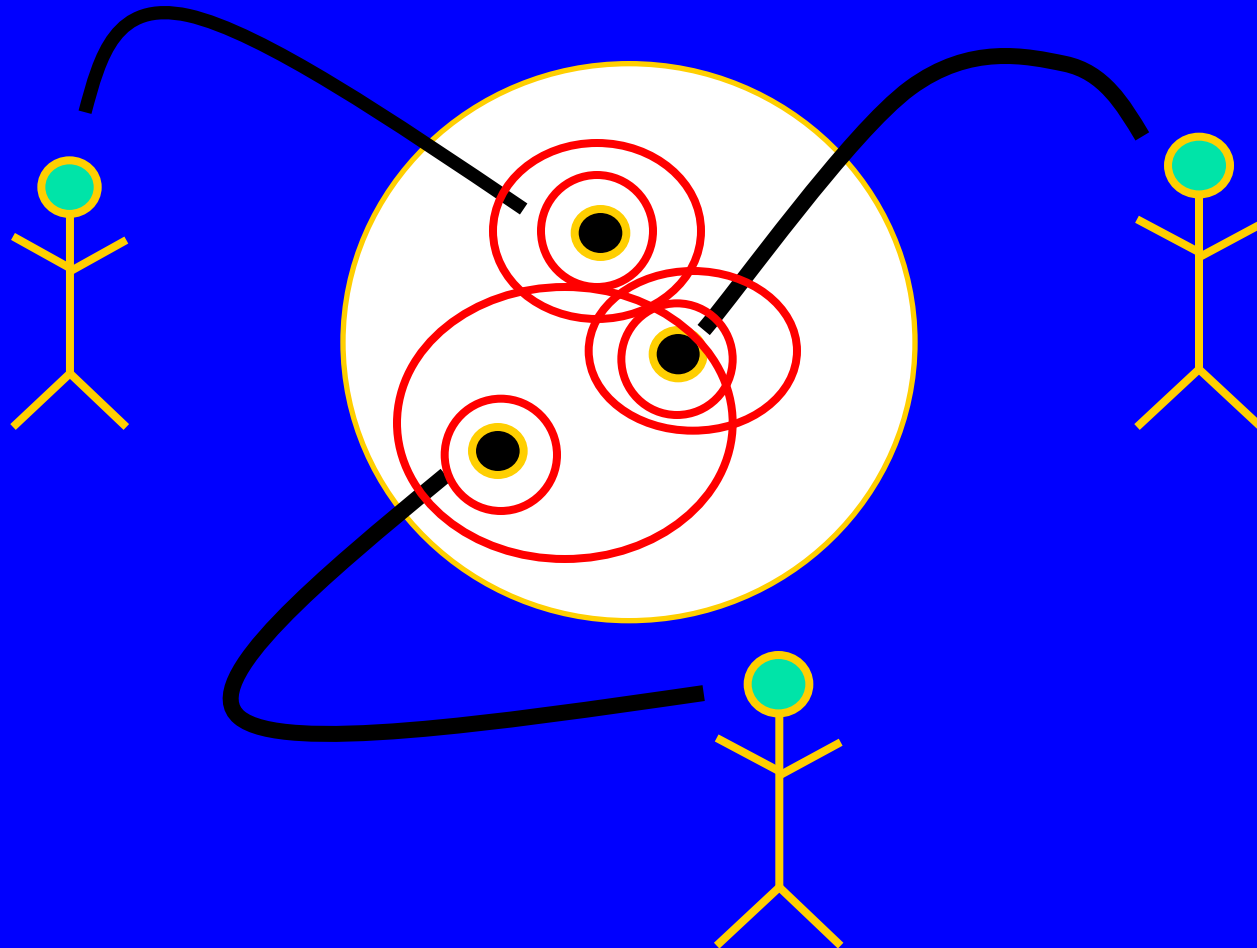
Check In



Discussion

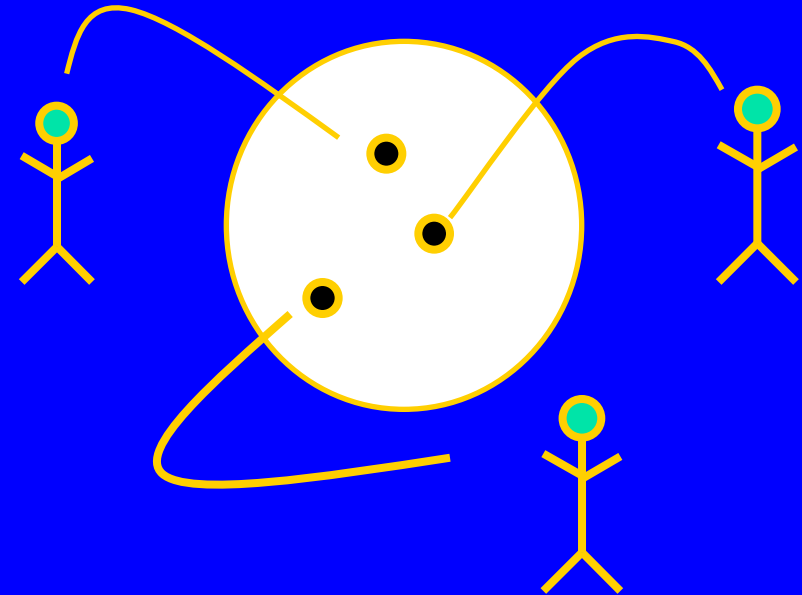
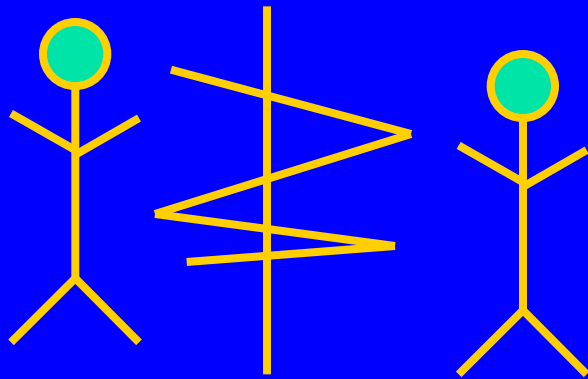


Dialogue



Discussion

Dialogue



Knowledge	→	Insight
Knowing	→	Wonder
Memorex	→	Live
Decision	→	Choice
Fragmentation	→	Wholeness

Ideas for increasing the quality of your listening

- Listen with a beginner mind
- Suspend Assumptions
- Do not vote in your mind