

Facilitation Protocol Exploration and Proposal

Process transparency- this arose from an emergent meeting to glean wisdom from what went sideways in the SCRUM meeting including Rachel, Gabriel, Zevi, Ezra and Morgan on 1/26/22

We are soliciting collaboration and feedback from within the Care Work Guild first and from there would like to post to discourse with a more cohesive document for wider community participation.

What: *can we support facilitation away from the current tending which is we talk about the thing, we process feels about the thing and then we leave without a clear vision of what comes next. We are proposing that we refine the facilitation role to include tending that allows for the following.*

Permaculture perspective

What energies are flowing through your space and how are you relating to them, are you confronting them or are you creating adversarial spaces?"

Why: This proposal seeks to answer the following questions

- How do we course correct in meetings?"
- How do we get better organized as a collective body so we can streamline our efforts and scope?
- How do we responsibly harvest the creative energy that arises in meetings into separate generative containers?
- What might happen to the urgent needs (bleeding out) within SC if we are able to have more structure in facilitation across meetings weekly?

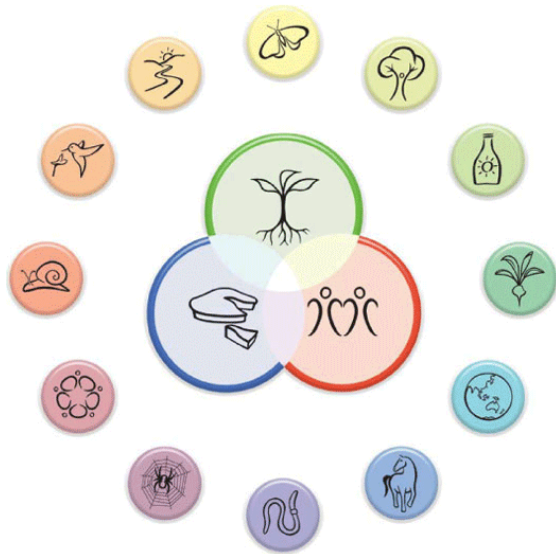
How: *Facilitator orientation/agreements Proposal Specifics + teach-in*

As a facilitator I will-

- **Open** with container definition
 - Why are we here, what are the agenda items you're coming in with and what can the container hold today?
 - "I want to set the expectation that I'm here to orient us as a group to stay focused, and I will help you elect action groups to harvest the valuable contributions that fall outside the scope of this meeting so that they can be turned into proposals, action items or create opportunities for feedback"
- **Re-orient** the group to the container that's been set and the agenda items if things are getting off-topic
 - "This is such a valuable contribution/idea thank you-- can I help you elect an action group with folks present in this container so that it doesn't get lost?"

- **Empower** contributors to connect outside of the container
 - I hear the urgency of this idea, can an action group form so as to hold the pressure on this moment of triage and let us know what you discover?
- **Encourage** brave spaces where we orient and ask/answer together-- "Is it safe to try"
 - If it's not safe to try..can we glean WHY and document this so that it becomes a guide for how we orient as a group to moving at the speed of trust
 - If it's not safe to try, ask "what would make it safe to try?"
- **Follow** up with the Care Work Guild when things come up in meetings that were red hot so as to allow a steady stream of care/awareness/ support and co-regulation to occur within the collective body.
- **Remind** the group that the care group is in process and can be messaged directly when someone is in need of emotional support, reflections, feedback, listening etc. to allow for more integrated meeting containers and servers where emotional threads aren't getting lost amidst a sea of work
- **Close** the meeting with a focused orientation to facilitate clarity, remembering, focus, action and close the generative loop
 - Answer the question "What are we focusing on?"
 - Answer the questions "Where does that information need to go/who needs to know?"
 - Answer the question "What threads came up that have been assigned an action group so they're not lost in the sauce?"

PERMACULTURE VISUAL AIDS



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| Observe and interact | Design from patterns to details |
|  |  |
| Catch and store energy | Integrate rather than segregate |
|  |  |
| Obtain a yield | Use small and slow solutions |
|  |  |
| Apply self-regulation & accept feedback | Use and value diversity |
|  |  |
| Use & value renewable resources & services | Use edges & value the marginal |
|  |  |
| Produce no waste | Creatively use and respond to change |