

Meeting Group Goodbye Ritual

Guide Facilitation Notes

An exercise for Guides to run at a final group meeting.

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Table of Contents

1. Meeting Purpose & Objectives
2. Materials
3. Suggested Outline
4. Facilitation Notes

1. Meeting Purpose & Objectives

Controlling idea:

Honor a group's experience with a thoughtful closing exercise that highlights their accomplishments and contributions before continuing their Core journey in a new group.

Meeting objectives:

- Feeling of closure for group among members
- Guide closes out with appreciation and sense of accomplishment
- Feel proud of journey to date and excited for what's next

Use Case: An exercise or activity for Guides to run at a final group meeting.

2. Materials

Meeting Group Goodbye Ritual

See below for materials. To save your own personal version of the file, **Select file > Make a copy > Entire presentation.**

Item	Description	Link
Facilitation Notes	Use this as your one stop resource for all insights, tips, and guidance on facilitation.	<i>This document</i>
Member Presentation	OPTIONAL supporting slides.	Presentation

3. Suggested Outline

Below is a high level overview of suggested exercise timing. This exercise is intended to close out the group meeting and **take no more than 40 minutes**.

See the following section for additional detail.

Timing	Context
2 min	Introduction & Context Share with the group that this will be the last meeting together before Core transitions take place. Highlight that you want to use this time to celebrate the group's journey and progress to date.
20 min	Group Gratitude Start the discussion by focusing on gratitude. Ask members to share with individuals what they are thankful for from that individual, what they admire about that individual, and what they hope for that individual in the future. Since groups will likely be a smaller size, have each member be in the “hot seat” to hear gratitude from the group. <i>Optional: Create and share individual superlatives for each member that highlights a key value they brought to the group.</i>
10 min	Guide Debrief <i>Look to the past:</i> Wrap up the discussion by synthesizing themes from the group and call out where you have seen the group collectively grow from M1 till now that they might be blind to. The objective is to help members feel a sense of pride and growth. <i>Look to the future:</i> After calling out how you’ve seen members grow, close the discussion by highlighting where there is still potential for the group. To keep Core feeling like a continuous journey vs ending here, ask the group to all share a commitment that they want to take forward into their next group or general development beyond Chief if members are not continuing with Core.
5 min	Closing Comments Offer members the space to share any closing comments or final words before leaving • How has this group impacted them? • What will they take from this group? • What is an intention they want to set for the next phase of their Core journey? Close by sharing any additional expectations or next steps on what members can expect with Core.

4. Facilitation Notes

Slide 1



Share exercise objectives - for members to feel a sense of closure and pride before the next step in their Core journey.

Slide 2



Exercise: Group Gratitude Hot Seat *(20 min total exercise)*

Objective: Have a moment of gratitude and appreciation among the group.

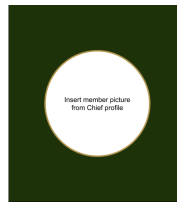
Process:

- Share with the group that you want to take the next few minutes to honor the contributions everyone has made through gratitude.
 - What is the biggest lesson you learned from this member?
 - What are you most grateful to this member for?
 - What wish or hope do you have for this member as they move forward in their leadership journey?
- Share that you will go through the group and put each member into the “hot seat”. While that member is in the hot seat everyone should jump in and answer one or all of the questions. Groups that are going through a transition are already likely small in size so you should have enough time to put each member in the “hot seat” for no more than 20 minutes total.

- Role model the activity by selecting someone at random to be in the hot seat first and answer the three questions about them
- Ask the rest of the group to now join in and share
- Once the group has all shared, move on to the next member
- As members are in the hot seat jump in with your own personalized gratitude for each individual
- Continue with process until everyone has been in the hot seat

Slide 3

Most...
[Insert Superlative]



Optional Exercise: Superlatives

While members are in the hot seat you can also share individual superlatives. This is meant to be a playful and engaging way to highlight member strengths or characteristics. Get creative and create a superlative slide for each member ahead of the meeting.