

Going Beyond Positivity for Transformational Change (Roland Notes)

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Gervase Bushe & Ron Fry

(this is a test using Google drive in real time - Welcome to edit this document to add your perceptions - we could co-create it here - you can edit or comment (right click in the right column or at a text block to comment)

The invitation to explore the nature of generativity, its role in transformational change – and how to infuse AI with generative potential.

Appreciation often trumps Inquiry. Positivity often becomes an end unto itself.

The self initiative makes people to act without being told or instructed.

The role of positive in the generative is that it is a necessary component. You need the positive. Being generative

- To bring into existence
- To cause to be - produce
- To create and distribute vitally and profusely

Gervase Bushe

Half of my projects failed and I became interested in this.

One of the things that distinguishes transformation vs change is that they are emerging from new ideas coming from the target.

“It is the quest for new ideas, images, theories and models that liberate our collective aspirations”

Transformation change vs Incremental change

Transformational change

- Creates new ideas
- Generative metaphor
- Improvisational approach

I am not so convinced that positivity is required for inquiry.

There are stories that are not happy stories. Stories that touch bad experience. Yet an inquiry can be very powerful. There is much more fine range experience to engage. There is so much to appreciate, even if it is not positive.

- Tell me about the most positive experience
- Tell me about your most provocative experience

Which of these are most powerful?

From the audience

- This is beyond very surface positivity to go to the deep and profound. To connect to something that is more themselves.

-The deepest in human experience can be connected to the painful, the deepest. The deeper experience are of greatest growth and change

- In our conversation we talked about embracing the shadow. No better way than your provocative question. People need to be treated as whole human beings. I really appreciate the notion of generativity. People feel that their whole experience is honored

-The positivity can be seen as the american view - the other the more european. Is this a sect. Thank you for sharing that we do things that sucks!

- For people dying, suffering there is a challenge to hear about choice. The positive is necessary for them. Neither an either or but an and.

- Thank you for the spinning moment. We can appreciate many emotions that lead to a generative prospect. You started a conversation that will take us through the world.

- From India - you caught my thoughts. A human experience is an experience. I don't want to label it. Many times I have seen that using peak experiences. Right now I am experiencing many things, because I am alive.

Gervase - In some organizations talking about positive is delving into the shadow

Generative question - the criteria

- Novelty and surprise
- Heart & spirit engaged
- Building Relationships
- Reality reframed - is it going to cost us to rethink in a way I have not thought before

If we manage to hit all criterias then I think the result will be generative.

Synergenesis - using appreciative stories to generate

- Write up the stories
- Read 1 at a time in small groups
- Brainstorm answers to the inquiry
- Read stories until you run out of ideas

Generative dream

- Leave images as images - don't value/rate/judge, just let them fill the room
- Materialize into artifacts - it is a step into taking our intentions into actions
- All together now

Generative design

Making visible our highest hopes, dreams as a signal of intention to act

Designer think visually, being radical, 100s of ideas before. The wall of mistakes is the ideas that leads to something. How do you embrace mistakes, off the wall crazy things. You have to start

- Daring to engage
- Seeing anew
- Fostering reciprocity
- Engaging play

Generative Destiny

Creating conditions from rapid, positive change

- We know where we want to go
- We don't need permission to act
- Taking voluntary action
- Harvesting and Fanning

Enabling conditions for ongoing success

- Key decision makers fully engaged in the inquiry - The right people in the room.
- Clear candid boundaries transparent from start
- Stakeholder alignment (vs. agreement) *We don't need consensus, but we need alignment*
- Plans and budgets for supporting improvisational action
- Centrifugal Inclusion - through Appreciative Interviews
- Responsible person to be "hub" of on-going narratives and celebration
- Follow up meetings that begin with Aspirations and stories.