

DELTA PACE
HDP




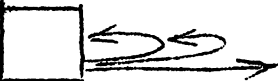
METHODS TRAINING WEEKEND

Jan 13-14
1978

FRIDAY	SATURDAY	
Evening	Morning	Afternoon
Snack Conversation and slides	Breakfast Reflections on a scripture verse	Lunch Conversation on water
METHODS TRAINING CONTEXT CONVERSATIONS	Lecture: WORKSHOP LEADERSHIP- Presuppositions, Methods and Skills	Lecture: LEADING MEETINGS SO THEY MATTER
WORKSHOP Leading Conversations That Bring Out the Best in People	WORKSHOP How to Lead a Planning Workshop	WORKSHOP Designing Effective Meeting Formats
		Supper Conversation on Vocation

MEETING DYNAMICS	CHARACTERISTICS	ILLUSTRATIONS
REFLECTIVE CONVERSATION	<ul style="list-style-type: none"> -A "non-business" conversation -Generates new insights and deeper reflections -Dramatizes "oneness", before dealing with controversial issues 	<ul style="list-style-type: none"> -Short readings -A topic (sports, news) -An event (past, future) -A movie or book
ISSUES FOR DECISIONS	<ul style="list-style-type: none"> -Consensus on issue has already formed. -Decisions needed because they are holding up other crucial decisions -Adequate time for discussion and data gathering has been allowed 	
ISSUES FOR FUTURE BROODING	<ul style="list-style-type: none"> -The obvious next decisions made necessary by decisions just made -Issues on which more discussion is needed -Decisions that call for more research 	
CELEBRATIVE STYLE	<ul style="list-style-type: none"> -Things move quickly, but without hurrying -The meeting is productive, and fun -The group has experienced its commonness, not highlighted its differences 	<ul style="list-style-type: none"> -Refreshments -Singing -Change of pace in the meeting: occasional surprises, change in routine
SPACE AND DECOR	<ul style="list-style-type: none"> -Decor should reflect self-understanding and task -Tables are arranged so that people face each other -How the space is set up will tell someone immediately whether someone thinks this meeting is important or not 	<ul style="list-style-type: none"> -Cups, napkins, spoons carefully laid out -Songbooks laid out straight and in front of each place -Blackboard clean and ready -Chairs neatly arranged -Tables and ashtrays clean -Paper and pencils at hand -Decor on walls, well-made and straight (not crooked, shabby or falling down)

The art form conversation method is nothing more than the way you think, the way you make decisions every day - in short, it is a part of life. You encounter a situation, reflect on it, interpret it in relation to other situations, then make your decision. The art form conversation method, then, is based on the everyday thought processes we all go through. It can therefore be used anywhere, any time - in groups, with your children, in casual conversations, or in discussions with friends.

	IMAGE	LIFE EXAMPLE	CONVERSATION QUESTIONS
OBJECTIVE	<p>YOU ENCOUNTER A SITUATION</p> 	<p>OBJECTIVE DATA</p> <p>My daughter is crying - she just threw a shoe out of the bed.</p>	<p>GET OUT THE PARTS OR ELEMENTS</p> <p>What words, scenes, sounds, objects, phrases, music, characters, etc. do you remember? (What events do you remember from today?)</p>
REFLECTIVE	<p>YOU REFLECT ON YOUR SITUATION</p> 	<p>BASIC REFLECTION</p> <p>Oh no! She can't be awake - it's too early.</p>	<p>REFLECT ON THE PARTS</p> <p>Where did you see emotion? Where did you get excited, angry, upset? Who were the main characters? What character did you identify with? (Where were you excited today?)</p>
INTERPRETIVE	<p>YOU DECIDE THE SIGNIFICANCE</p> 	<p>DEEPER INTERPRETATION</p> <p>She's already too much awake now to go back to sleep.</p>	<p>RELATE THE PARTS TO EACH OTHER</p> <p>What was the movie, story, experience about? What was the main character's problem? What role did that event play in the movie? (What "happened" to us today?)</p>
DECISIONAL	<p>YOU NAME YOUR RELATIONSHIP TO THE SITUATION AND STATE YOUR RESOLVE</p> 	<p>DECISIONAL STANCE</p> <p>I'd better go get her before she wakes up everyone else.</p>	<p>NAME YOUR RELATIONSHIP TO THE WHOLE</p> <p>Where do you see what the movie was portraying going on in your own life? (How are you a different person after today?)</p>

THE
WORKSHOP
LEADER

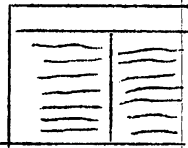
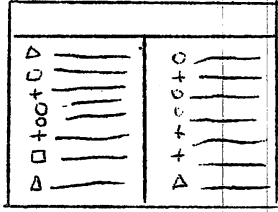
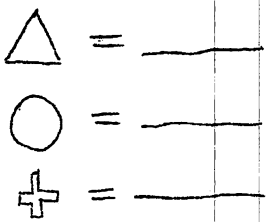
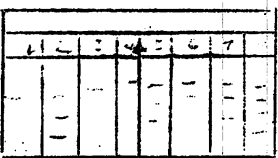
1. The workshop leader has no opinions himself. He is only concerned about the opinions and ideas of those in the group.
2. The best workshop leaders leave people excited about what happened in the workshop, not about how well he led it.
3. Balance the group's mood. If the mood gets too serious, bring in some laughter. If it gets too giddy, bring in some seriousness.
4. Watch the pace of the workshop--do not let it bog down. If it does, move to the next step or ask another question.
5. "Good discussions" without decisions leave people frustrated. Plan a time design, tell it to the group, and stick to it.

THE
WORKSHOP
METHODS

6. The method is never more important than the people participating. You may violate the method; never violate the people.
7. Rephrase responses into short, concise phrases, but do not change the intent or the meaning in so doing. Make sure the speaker accepts your restatement.
8. Do not allow anyone to attack another's statement or suggestion. The way someone disagrees is to offer an alternative, not pick apart someone else's suggestion.
9. Once a statement is made, it belongs to the group to do with it as it will. The only way it is "my" opinion is if I keep it to myself.
10. Trust the method and follow it. It will always produce the consensus, even though it will rarely be what you expected it to be.

THE
WORKSHOP
PHILOSOPHY

11. Find ways to honor every idea, especially when you feel the group is about to laugh at or ridicule a suggestion. If everyone feels their comments are important, everyone will participate.
12. The purpose of a workshop is not to arrive at the perfect, best, or right decision, but to arrive at the group's decision.
13. A workshop is concerned with what the entire group thinks, not with what a few loud or persuasive individuals think.
14. All people think constantly about issues and their solutions. A workshop allows them to compare ideas and to come up with one set of issues and solutions for the whole group.
15. Every human being is significant, important, and unique. A well-led workshop always reflects this.

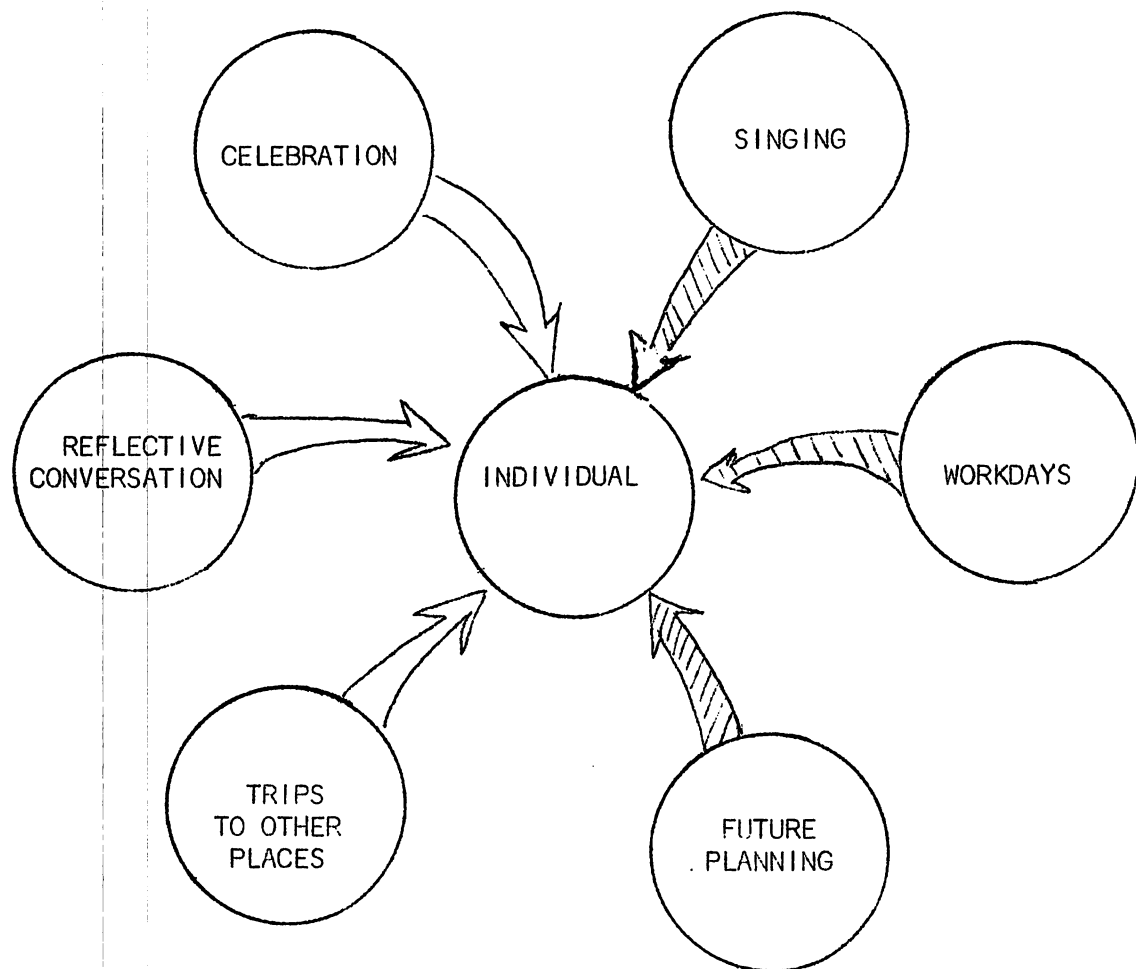
		PURPOSE(S)	PROCEDURE AND POINTERS
OBJECTIVE	<p>BRAINSTORM</p> 	<ol style="list-style-type: none"> To open up discussion To give everyone a voice To get out as many ideas as possible To focus on facts 	<ol style="list-style-type: none"> Not a discussion period. Every idea is <u>right</u> The purpose is maximum participation and input. The brainstorm should be brief and spirited. Speed kills the 2 dangers of shyness and argument
			<ol style="list-style-type: none"> Have individuals write ideas first by themselves. Call for ideas, listing <u>all</u> of them. Fill the time. Push if slow, cut off if active.
REFLECTIVE	<p>GESTALT</p> 	<ol style="list-style-type: none"> To group similar ideas together To add intuitions to the process 	<ol style="list-style-type: none"> Stay "tuned in" to the consensus of the group Aim for 4 to 6 groupings Make sure the data forms its own groups, don't try to cram it into already decided on groupings
			<ol style="list-style-type: none"> Ask them what ideas "just seem to go together", start with #1, then #2, etc. Place symbols beside the ones they tie together. Continue until all are grouped, bending or regrouping if necessary.
INTERPRETIVE	<p>NAME THE GROUPINGS</p> 	<ol style="list-style-type: none"> To get a clear picture of what major thought is expressed by each grouping To make the larger list more manageable and rational 	<ol style="list-style-type: none"> Seek 2-3 word titles Seek phrases that include everything in the grouping, but in a few words This is the time for detailed discussion
			<ol style="list-style-type: none"> Call for suggestions for naming the clusters or small groups Ask "What do all of these in this group seem to be about?" Name each cluster.
DECISIONAL	<p>STATE DECISIONS AND TIMELINE</p> 	<ol style="list-style-type: none"> To state very clearly the entire thought To produce a logical paragraph which contains the whole group's common idea To ground the idea in real life experience To move ideas toward action 	<ol style="list-style-type: none"> Provide a clear sentence and paragraph format. Push for concrete, doable objectives. Use the "what, when, who, where, why, how?" screen.
			<ol style="list-style-type: none"> Divide into small groups, 1 for each cluster named. Write sentences (plans) from each cluster. Put plans on a timeline.

BOULDING'S FOUR PRESUPPOSITIONS:

1. People think in images or pictures.
2. These pictures determine behavior.
3. These images can be changed by bombarding them with other images.
4. Changed images result in changed behavior.

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PRACTICAL WAYS IN WHICH BOMBARDMENT TAKES PLACE IN THIS
COMMUNITY:



TYPE	CHARACTERISTICS	SAMPLE QUESTIONS
OBJECTIVE	<ul style="list-style-type: none"> -Raw Data -Everyone answers once -Rapid pace 	<ol style="list-style-type: none"> 1. What words do you remember? 2. What lines of dialogue do you remember? 3. What characters do you remember? 4. What phrases do you remember? 5. What events or scenes do you remember? 6. What objects do you remember? 7. What sounds or music do you remember?
REFLECTIVE	<ul style="list-style-type: none"> -Immediate reactions -Generally emotions 	<ol style="list-style-type: none"> 1. Who did you like? Dislike? 2. What got you angry? Excited? 3. Where were you bored? 4. How did this art form make you feel? 5. What would you add (colors, objects)? or take out? 6. What noise(s) did you hear? Make the noise.
INTERPRETIVE	<ul style="list-style-type: none"> -Intellectual level -Relating the art form or topic to everyday life 	<ol style="list-style-type: none"> 1. Where have you seen this going on in life? 2. What was this (reading, movie) really about? 3. Where has this gone on in your life? Give an example. 4. What story would you tell about this (art form, painting)? 5. What word is coming out of this painting? 6. What words would you say to this painting?
DECISIONAL	<ul style="list-style-type: none"> -Decision of the individual toward art form or topic 	<ol style="list-style-type: none"> 1. What are the implications in this for you? 2. How is your life different because of this?

CONFIDENTIAL

CONFIDENTIAL

CONFIDENTIAL

As his
said

The past
is
Approved

Future
is
open

My Life
is received

CONFIDENTIAL

CONFIDENTIAL

CONFIDENTIAL

CONFIDENTIAL

CONFIDENTIAL

CONFIDENTIAL