

SOLWorld Summer Retreat 2013 - Open Space



Workshop Title: Post-Energize Conversation with Bob Faw	Place: Plenary room
	Date, Time: Thurs. 4:30-6:00pm
Participants: Andre, Sarah, Petra, Laura and a few others came and went	
Key learnings / Key insights: ⇒ Sometimes it's very helpful to integrate/alternate trainer role w/ facilitative/coach role. • Engaging people - in coaching pairs, regularly to help them integrate each learning into their personal experience. - Making our content/ideas as simple as possible for people to use easily and quickly. - Training leaders how to teach SF to their employees. - Guiding change: is Motivating all 3 per characters "Caveman, Artist + Thinker" is very helpful.	



SOLWorld Summer Retreat 2013 – Open Space

Workshop Title: <i>I Don't Want To Dance</i>	Place: <i>MTable.</i>												
	Date, Time: <i>Friday.</i> <i>10.15 – 11.20.</i>												
Participants: <table><tr><td><i>Ian</i></td><td><i>Sue</i></td><td><i>Jeanine</i></td></tr><tr><td><i>Rebra.</i></td><td><i>Manuela</i></td><td><i>Veete</i></td></tr><tr><td><i>Christina.</i></td><td><i>Herry.</i></td><td><i>Liselotte</i></td></tr><tr><td><i>Koen.</i></td><td><i>Paul.</i></td><td><i>Adina</i></td></tr></table>		<i>Ian</i>	<i>Sue</i>	<i>Jeanine</i>	<i>Rebra.</i>	<i>Manuela</i>	<i>Veete</i>	<i>Christina.</i>	<i>Herry.</i>	<i>Liselotte</i>	<i>Koen.</i>	<i>Paul.</i>	<i>Adina</i>
<i>Ian</i>	<i>Sue</i>	<i>Jeanine</i>											
<i>Rebra.</i>	<i>Manuela</i>	<i>Veete</i>											
<i>Christina.</i>	<i>Herry.</i>	<i>Liselotte</i>											
<i>Koen.</i>	<i>Paul.</i>	<i>Adina</i>											
Key learnings / Key insights: <u>As a facilitator</u> <i>How important it is to always be clear about the purpose of any activity we suggest <u>and</u> to tell it.</i> <i>People don't want to be told what their experience is going to be ("This will be fun") and what to do.</i> <i>offer choices and allow people to engage in whatever way they choose – <u>and</u> those different ways are <u>equally</u> valid.</i> <i>People engage in different ways according to preference, mood, timing, context, etc. <u>and</u> we can never know this <u>and</u> we do not need to know this</i>													



SOLWorld Summer Retreat 2013 - Open space

Workshop Title: <i>TALENT DISCOVERY IN PRODUCTION ENVIRONMENT</i>	Place: <i>OWL</i>
	Date, Time: <i>16/8 18.30</i>
Participants: <i>Sue, Joeline, Gini, Paul, Andreas, Soho</i>	
Key learnings / Key insights: → Share experience instead of self reflection + interview - Groups of ± 6 - Resource Group with clearing → Questions starting from the workplace and then other places → Clear framework: where does this lead to? → Introduce by leader	

SOLWorld Summer Retreat 2013 – Open Space



Workshop Title: "Alzheimer + SF"	Place: Diminiatça
	Date, Time: 16th August 2013 4.30 - 6 p.m
Participants: Yvonne, Joost, Ruth, Julia Carin, Rita	
Key learnings / Key insights: - in these existential questions we are confronted with ourselves + the system - acceptance is important: don't feel responsible to repair the system - talk about my needs in my role instead of fighting for a position - o talk more what's possible - o what I can offer - accept that it's different for the other - distribute the tasks + accept the consequences - o if it's not in your area of influence → let it go	



SOLWorld Summer Retreat 2013 – Open Space

Workshop Title: Making Safety management engaging - using SF	Place: court table
	Date, Time: 10-15: 15/8/13
Participants: Sarah Cavin	
Key learnings / Key insights: - talk to their "unconscious competence" how 'survived' this well for so long: what doing to not have had accidents? - ? create an opportunity to develop some positive stories of improving safety culture in ^{few} Mid-size organizations (case studies) ? persuaded my research org. to fund work & present as SME toolkit at conference.... - survey on basis of their ideas of what they want / a good safety culture would consist of.	

SOLWorld Summer Retreat 2013 - Open Space



Workshop Title: 5 Rhythms	Place: Jede Mare
	Date, Time: Fri, 2:30pm
Participants: Petra, Kitz, Monika, Robina, Josph	
Key learnings / Key insights: "keep moving" - Find your own rhythm - keep the rhythmic - be with yourself & connect with others - body kama better	

SOLWorld Summer Retreat 2013 - Open Space



Workshop Title: SF Leadership	Place: OWL
Participants: Dominik, Raluca, Morike, ...	
Key learnings / Key insights: • SF Leadership = Ongoing interactions with SF focus • Own interests at stake • <u>ordering SF behaviour inbetween others</u> • wide spectrum of applications • interest also in contents and results • Coaching is just one component • Getting buy-in from superiors and stakeholders is essential • win them! • SF Leadership is the other "side of the elephant!" • as a leader: when useful, you also <u>give</u> directions, make decisions etc. ↳ SFcruch ↳ This gives safety!!!	

• Get the stakeholders involved

SOLWorld Summer Retreat 2013 - Open Space



Workshop Title:

How to do less & be happy?

Place:

River

Date, Time:

Thursday, 3 p.m.

Participants:

Adina

Joe

Lut

Harry

Jau

Paul

Key learnings / Key insights:

The topic is related to maintaining a feeling of being connected with the universe while working.

Question to reflect upon: Do I really want to ~~do~~ less.

Happiness for me comes also from feeling connected with the universe (the perfect universe).

Insight: become more conscious of the scale on which I choose to operate at any moment, and transiting between them - micro $\rightarrow$ macro.

And it gives me another idea for an open space session. ^{This is} The joy of emergent, organic processes.



SOLWorld Summer Retreat 2013 – Open Space

Workshop Title: Unusual settings for group coaching	Place: Morning table
	Date, Time: Thursday 15 ⁰⁰
Participants: Eniko Tegyi	
Key learnings / Key insights: No need for unusual settings → use what is available <u>However, success stories:</u> - o Sailing boat setting - use hands-on physical experience for reflection and coaching, of being member of a crew, getting instructions, leadership etc. - AND combine it with eg. reflecting team on related personal topics when the wind is low - o 'pilgrimage' in team building - 2-day walk in pairs + small groups, talking about topics, along questions distributed by coach - at stops: sharing based on written summary of the given section of the walk - o hiking + coaching in woods (standard) - walk & talk along QS, topics on <u>cards</u> - write reflection of the day - one-on-one coaching sessions based on reflections	

o Wild art coaching

- introductory part on creativity

- 1.) making a painting in pairs

- throwing paint

- using comb, leaves, palm, anything

- 2.) make a painting in small groups of 5-6
(cooperation)

'a big picture', together, about a given theme.

→ vernissars, vote for the 3 "most artful" pieces

Conclusion: regardless the setting,

- coach's presence, contact with people,
being in touch with the relevant topics matter

SOLWorld Summer Retreat 2013 - Open Space



Workshop Title: Heart Rythm Coherence	Place: Owl
	Date, Time: 15-8- 15.00
Participants: Laura Dominik Jocelyne Paul	
Key learnings / Key insights: • Heart coherence = less stress = balance! ↳ I want to become aware of my heart coherence! • Solution focused questions increase heart coherence	



Workshop Title: Extending the concept of SF group coaching for leaders/managers	Place: Sala Mare Date, Time: Thursday 15-17.00
Participants: Christoph, Liselotte, Sarah, Nicole, Paul, Harry, Koch, Jan, Raluca, Janine, Sue & many others	
Key learnings / Key insights: Beware of the differences Coaches / Supervisors and Leaders - many ways / roads to Rome - they like to talk about themselves, but talked about each time - need nice group building process - rules: safety, values, skills, knowledge, meta skills, mindsets, nonjudgmental - tools, facts, behavior instead of emotions Searching for working methods - asking the group first / best practise - adding new, different methods - one best practise in a specific case	



Workshop Title: <u>ENERGIZE</u> <i>Energize</i> <i>by Bob Kaw</i>	Place: <i>Dwl + Plenary Room</i>
Date, Time: <i>Fri. 4:30 PM</i>	

Participants: *- 20 people*
Andreas, Peter, Julia, Janine, Sara, Anne Marie, Harry, Dominik (at times), Liselette, Lauren and more

Key learnings / Key insights:

- We can influence our own, and others, neuro chemistry with every word we use. Also, our tone of voice, facial expressions, and body language. This effects motivation for better or worse.
- It helps to get our "A.C.T." together (Artist) Caveman, and Thinker) by Calming the Caveman, Energizing the Artist, and Convincing the Thinker.
- SF tools do one or more of these things very well.
- All of this enables us to Rebalance ^{others and} our self, because our natural "Negativity Bias."
- There is a lot of great science that shows the reasons SF tools work so powerfully.



Workshop Title: " Kiss the frog " (How to overcome procrastination)	Place: River
Participants: Manuela Julia Christoph Harry Marika	Date, Time: 15. august 13 16.30 - 18⁰⁰
Key learnings / Key insights: → procrastination of the frog is the opposite of future perfect → remember successful frog - kissing helps → mindfulness : face the feeling that you have in front of the frog ↳ it disappears → spiral of success : smallest pieces write down, do, ✓ ↳ build confidence → write down goal + tasks (even smallest) → "pass the Rubikon" take a commitment walk over a bridge	