## **Great Gatherings**

### - a SF approach to working with large groups

Workshop given at the SOLWorld conference 2012 in Oxford



#### **Background**

We managed to get through the first round with documenting (the following pages).

The rest was talk and therefore you won't be able to read more. But in this simplistic way you get the idea of a photo-protocol.

I use my slides as process descriptions.

They are to be seen as "buoy's" around the dialogues through the day.



- · Split people up in small groups
  - Max 6
- · Let them sit face to face
- · Create physical movement
- · Change group constellations occasionally



 How do you create awareness of an upcoming event by building on what already works?

Start before you begin



**Sharing & document** 

Your experience?

The world's best workplace

Start before you begin

- Transparency in process
- Sharing insights and ideas

Sharing & document

#### "Start before you begin"

Less is more when it comes to process description. You know what I am writing because you were there in the workshop.

Does that exclude others from benefitting from this material or does that make you the ambassador of the further process? Well, if I had a list of participants I'd include that at the 

Dear [persons name]

In two weeks we are all going to meet and spend a whole day working together on the

## The world's best workplace

We are going to talk about how we can create a better work environment with high professionalism, less stress and more fun and learning. Before we meet I have an observation task for you:

From now and till we meet, please notice any small signs at your work that indicates this company actually has potential to some day become the world's best workplace. Signs like:

- a job accomplished well something you were actively involved in
- a conversation, presentation or a meeting that was slightly different from And please think about:

- what happened that made it different?
  - o what else?
- how was that useful for you?
- if something can be learned from that what would that be?
  - what else could be learned?

We will share each other's discoveries when we meet. Looking forward to meet you!

Best wishes, Jesper H Christiansen - your facilitator for the day

Make the email personal. You can use free mail services like MailChimp or others to make a template.

As long as you write the persons name it doesn't matter that the text is the same going out to everyone.

#### Purpose of the e-mail:

- create awareness of upcoming event
- focus on what already works (linked to theme)
- introduce words and phrases that will be used at the event
- start "rumors" about what is to come

#### Question

Based on the example of this email. How would you create awareness of an upcoming event by building on what already works?

#### **Process**

Round A: in groups, come up with more ideas on how to engage participants before an event. Round B: pass on your work to the group next to you.

Qualify the ideas: are they understandable? If yes, tick them off. If no, improve the wording to make the ideas more understandable.

Always ask people to write legibly and always expect them to do so in their own understanding (hint: it's all constructivism).

Alternatively make them write on flipcharts and make sure they only write with thick markers.

BRING AN EXAMPLE OF POWR BEST

EXPERIENCE WITH

THE SUBJECT

Suppose, this was the JB

best workshop you wended,
how would you know

Ask: email
what would have to happenin
exert for it to be within to
you.

The scaling question
Suppose the event of
extremely use fulfoff you;
extremely use fulfoff you;
it would be a 10 i.
What would you see happening?

Plan ahead and glic out Chocolate hearts for positive relevant behaviour before the event (ononymous or not)

# Observation task in an email

observation task:

e.g. What works well

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bring it on the

workshop)

V scall them and ask about A

Chin success (if group size permits)

V & sund list of participants

Send

V & have faroup conversalisms

before the event, using a chairman or facilitator

V & face group book before

Spread Trumours: first define ambassadors

that conduct positive gossip or share SF questions

Send mini SF questionnaire (5 questions) "you have to invite a colleague / friend to ask you there questions"

The most important aspect of a photo-protocol is that the quality of the pictures is good!

Unfocused pictures like these make the material more difficult to read (and it makes your photo-protocol look cheap).

You can always edit the photo afterwards like I've done, but you can spend your time on better things than that.

So: take your time photographing the material.

Send a letter with observation tosh

Send a chocolote and invite them to
put it suretily on the table of the
push they had a nile conversation

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in their communication.

V Send post and posted.

Leep people posted

Al

TIND & QUOTE, AN APHORISM,

A POEM, & PICTURE, ...

SYMBOLIZING THE BEST HOPES FOR

A SUCCESTUL

TRANING/...

TRANING/...

BRING IT ALONG IN & PRINTED WAY

PRESENT IN THE BEGINNING (STALL GROUPS)

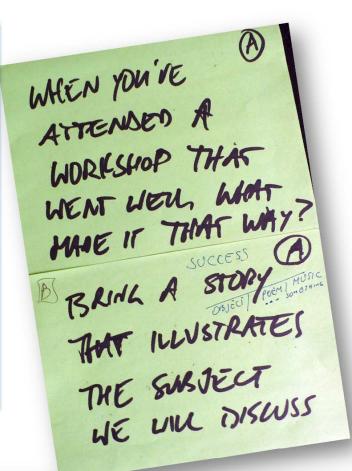
## Document format and picture quality

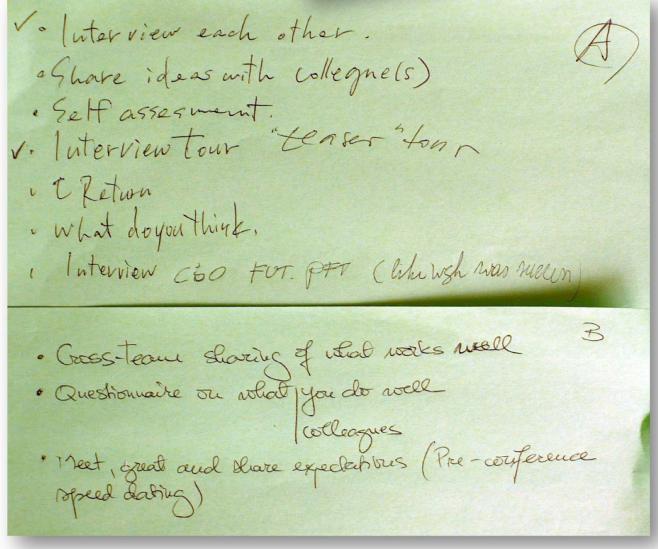
Layout format: always A4. Make sure that people who wants can print it.

File format: PDF - can be read on almost any electronic device. Can be compressed without losing much quality = good for digital distributing.

Resolution: 150 dpi – enough to look good on average printers. Anything higher than that is over-kill

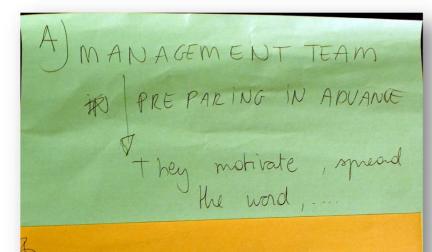
Size of pictures: approx. 18 x 25 cm to make sure you can scale in case of "visual challenging handwriting".





When participants are working on each other's material, it's a good idea to use different colours to indicate the various phases.

A it makes it a hole lot easier for you to categorise afterwards!



HOW WOULD YOU KNOW 43 A M.T.

THAT YOUR TEAM WILL BE

CONFIDENT WITH THE UPCODING

EVENT

DURING WBC COME

COFFEC - BEFORE START OF EVENT

GIVE PEOPLE A WARM-UP

QUESTION,

WARM-UP QUESTIONA

D'HOW WILL YOU NOTICE THAT THUS

DAY IS USEFUL FOR YOUR.

(2) HOW WILL YOU LUOW AFTER ONE
HOUR WHEN THE EVENT HAS STARTED

THAT IT IS WORTH STAYING, NOT RETURNING
TO YOUR USERVACE?