

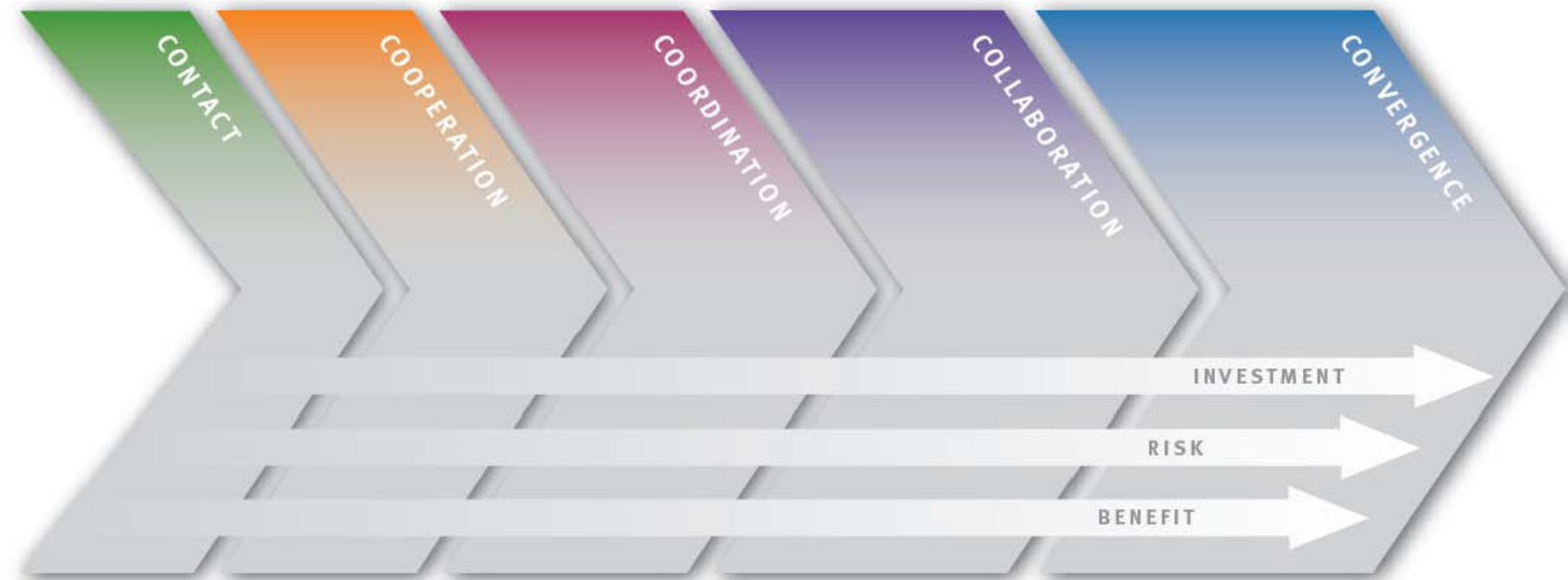
Thinking about deep
collaboration for deep change



ENTERTAINMENT
NEWS



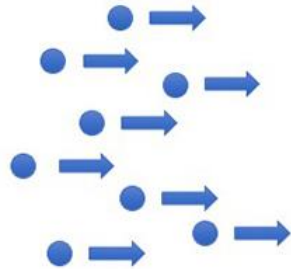
The Collaboration Spectrum



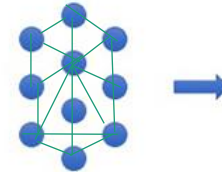
Language and shared understanding matters

Network configurations

Alignment

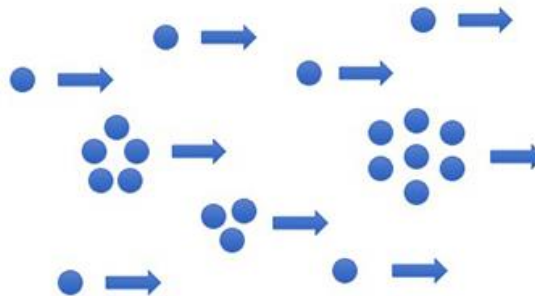


Co-labor

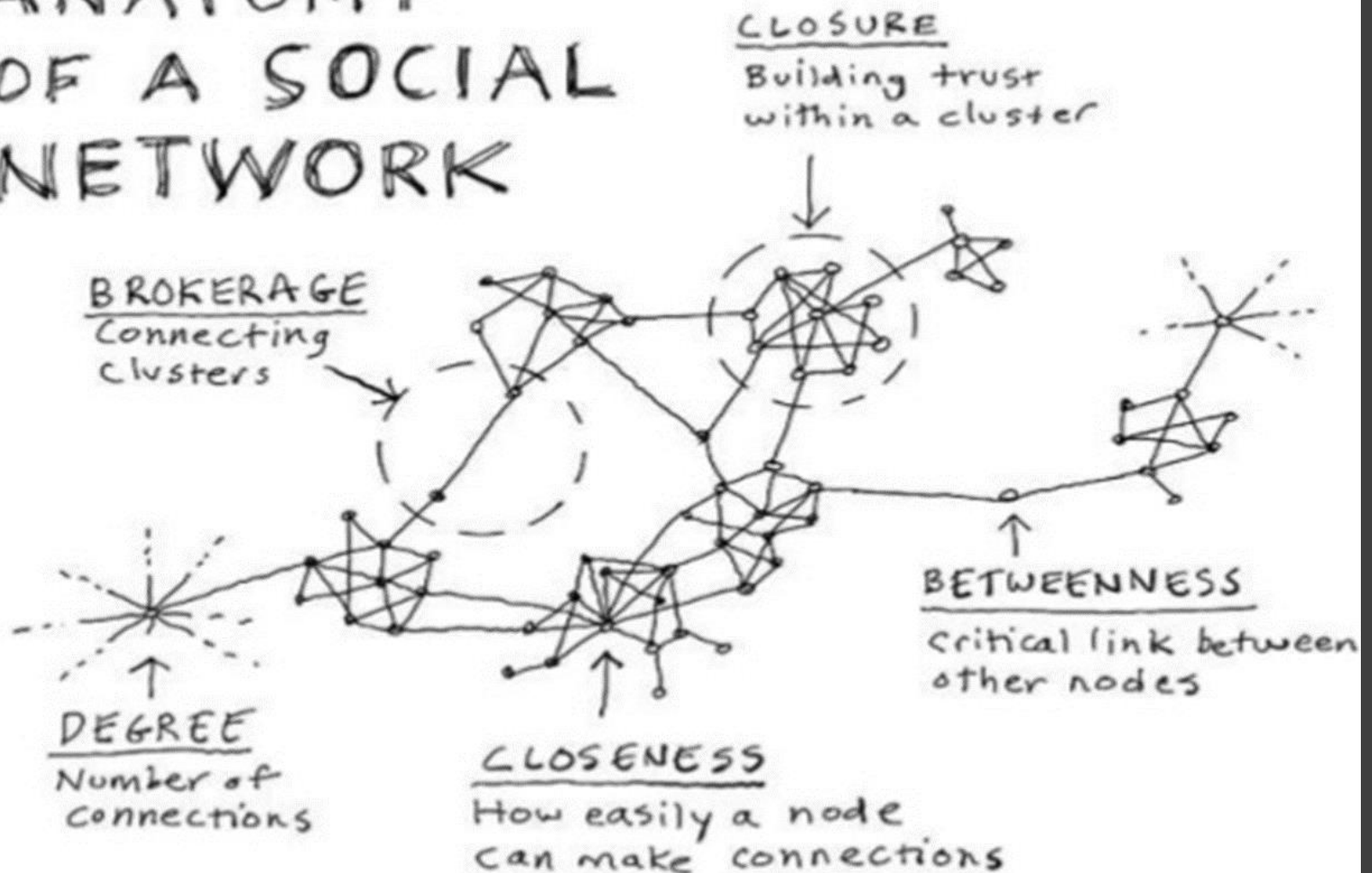


Hybrid

Co-labor workgroups within overall alignment network



ANATOMY OF A SOCIAL NETWORK



“ Instead of simply knowing who our friends are, and perhaps our friends’ friends, we can peer beyond our social horizon and see our place in a vast worldwide social network. ”

Cooperation is the thorough conviction
that nobody can get there unless
everybody gets there.
-Virginia Burden



For deep collaboration to occur, and for functional impact ecosystems to evolve, intentional attention needs to be paid to:

The relational substrate

The identification and emergence of shared purpose and values

Attending to our ways of working together

Trust – even in disagreement

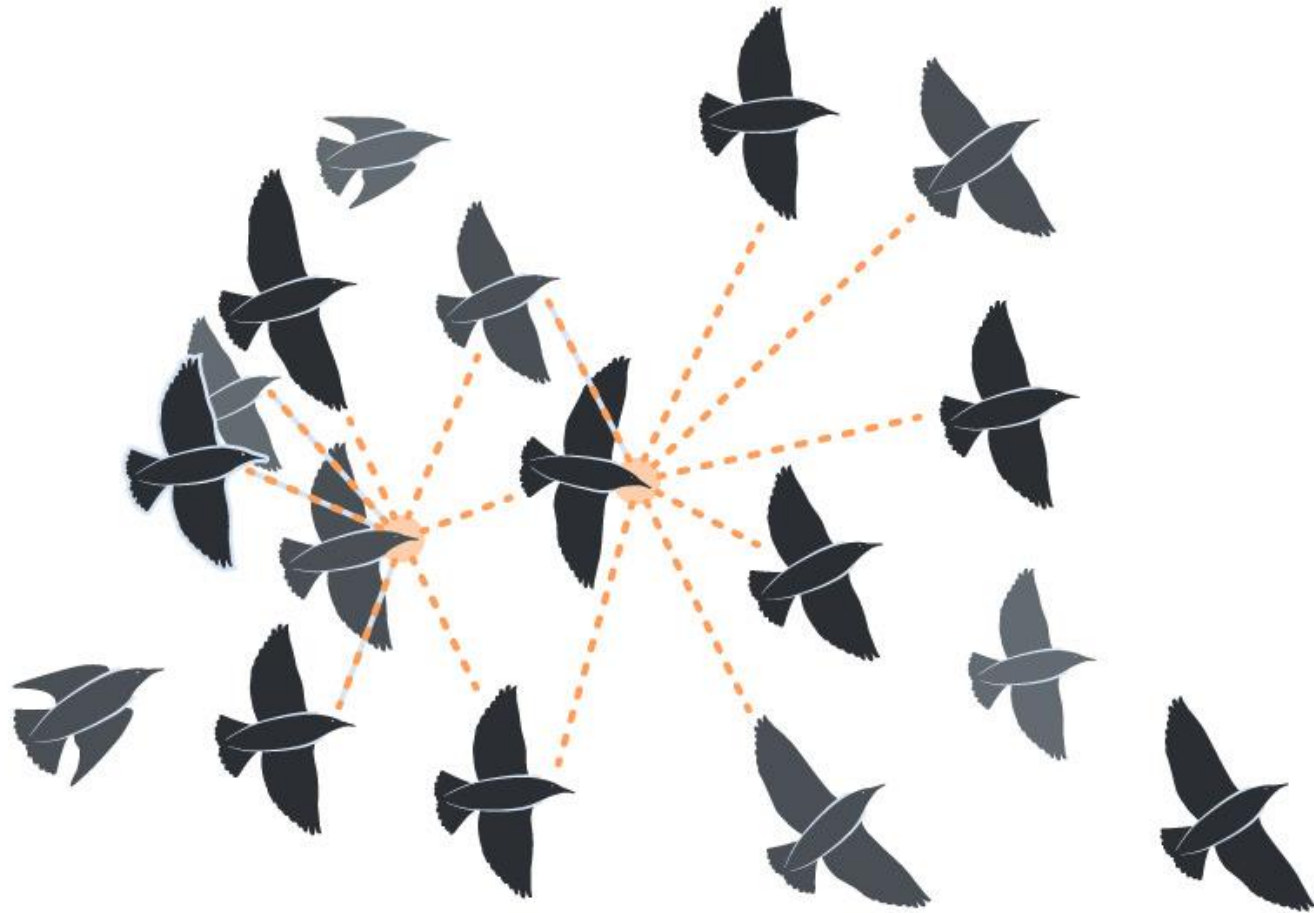
Recognition that the “how” of working together is at least as important, if not more so, than the “what” of the work we do together




Co-Creation and Emergence











Pay superb attention to those
in your network, to your relationships,
to those who share your purpose, vision
and dreams



Relationships exist before the work...

The work grows out of, and evolves,
through relationship...

And relationship will remain,
long after the work has ceased to be





PRESENCING
INSTITUTE



Theory U

Downloading
past patterns

Performing by
operating from the whole

suspending

embodying

VoJ

Seeing
with fresh eyes

*Open
Mind*

Prototyping the new by
linking head, heart, hand

redirecting

enacting

VoC

Sensing
from the field

*Open
Heart*

Crystallizing
vision and intention

letting go

*Open
Will*

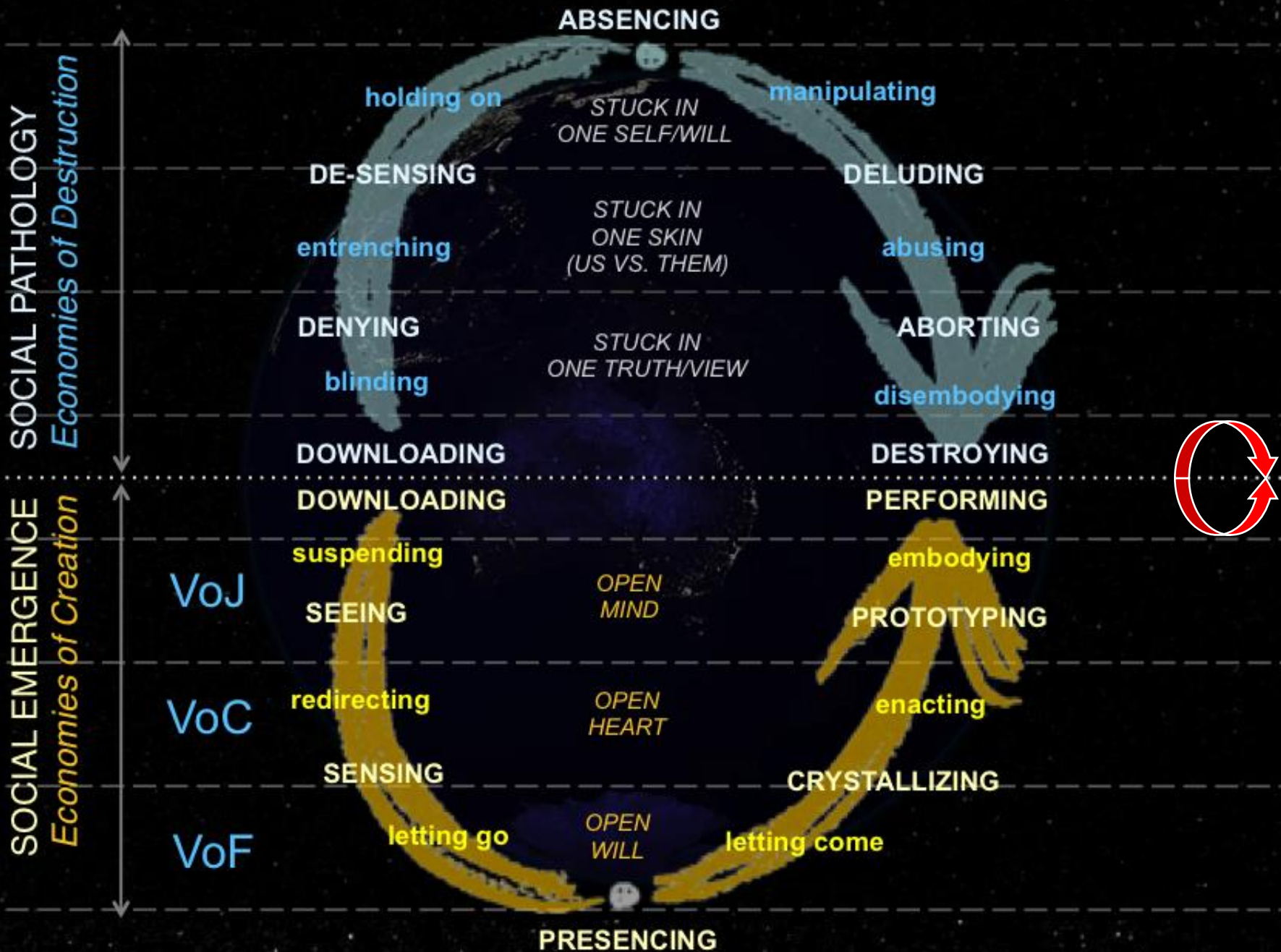
letting come

VoF

Presencing
connecting to Source

Who is my Self? What is my Work?





Field-
Structure
Of Attention

Field



I-in-me



I-in-it



I-in-you



1
Downloading:
Talking nice

Speaking from what they want to hear
Polite routines, empty phrases
Autistic system (not saying what you think)

2
Debate:
Talking tough

Speaking from what I think
Divergent views: I am my point of view
Adaptive system (say what you think)

3
Dialogue:
Reflective inquiry

Speaking from seeing myself as part of the whole
From defending to inquiry into viewpoints
Self-reflective system (reflect on your part)

4
Presencing:
Generative flow

Speaking from what is moving through
Stillness, collective creativity, flow
Generative system (identity shift: authentic self)

ECOLOGICAL DIVIDE:
SELF ≠ NATURE

SOCIAL DIVIDE:
SELF ≠ OTHER

SPIRITUAL DIVIDE:
SELF ≠ SELF

ATTENTION

MICRO:
ATTENDING

MESO:
CONVERSING

MACRO:
ORGANIZING

MUNDO:
COORDINATING

1.0
HABITUAL

DOWNLOADING
HABITUAL

DOWNLOADING
CONFORMING



CENTRALIZED
HIERARCHY

CENTRALIZED:
COMMANDING

2.0
ECO-SYSTEM

FACTUAL
OPEN-MINDED

DEBATE
CONFRONTING



DECENTRALIZED FREE MARKET:
DIVISIONS

COMPETING

3.0
STAKEHOLDER

EMPATHIC
OPEN-HEARTED

DIALOGUE
INQUIRY



NETWORKED SOCIAL MARKET:
STAKEHOLDER GROUPS

NEGOTIATING

4.0
ECO-SYSTEM

GENERATIVE
OPEN-WILLED

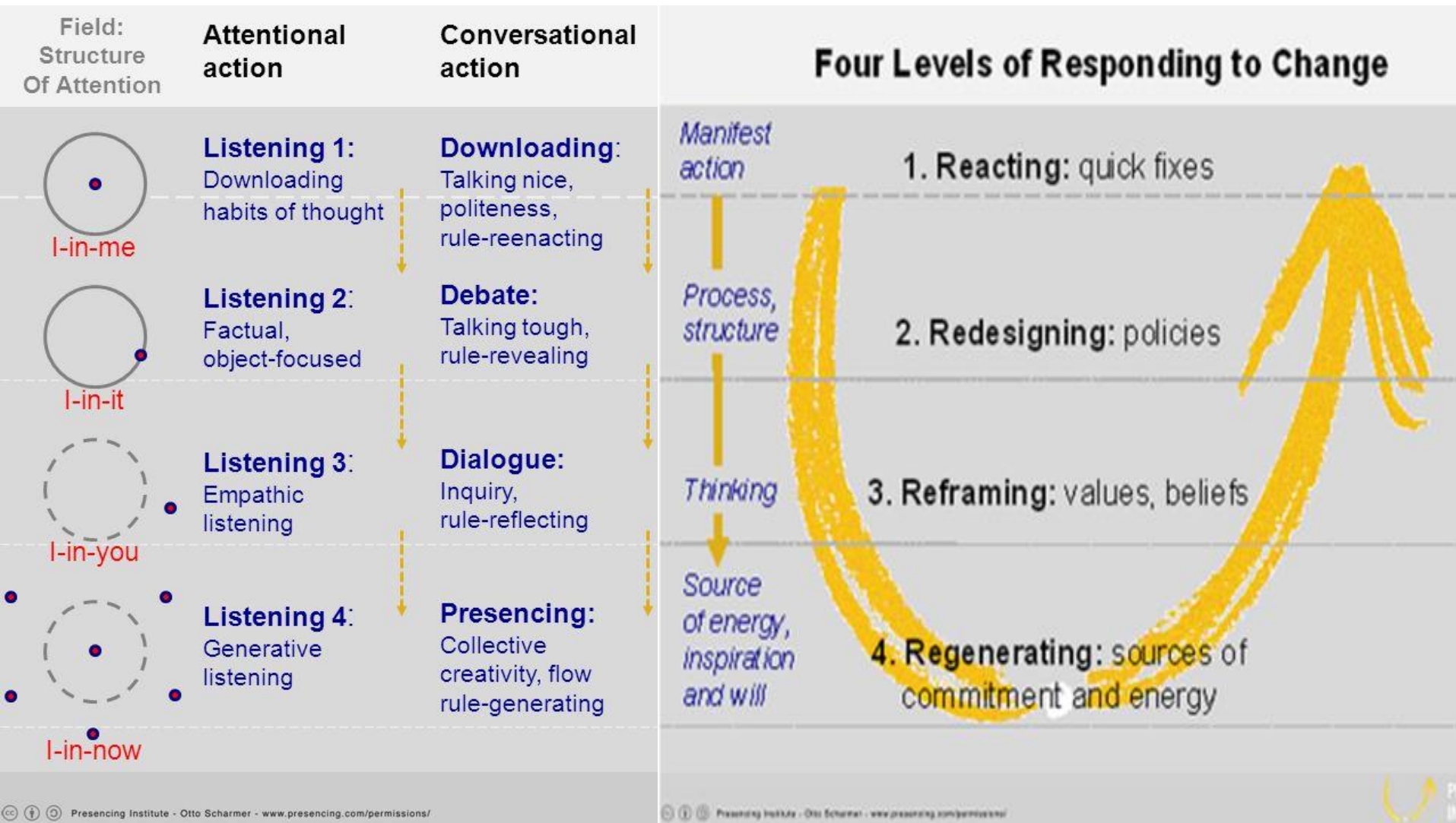
COLLECTIVE
CREATIVITY:
PRESENCING, FLOW

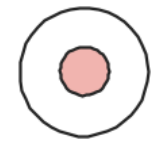


ECO-SYSTEM
CO-CREATING

CO-CREATIVE
ECO-SYSTEM
AWARENESS BASED
COLLECTIVE ACTION

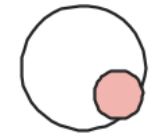
The 4 Levels of Attention to Change





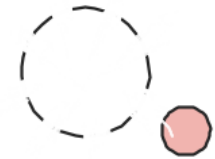
Level 1: I-in-me
 Downloading, received
 understanding.
 Rule re-enactment

Commanding



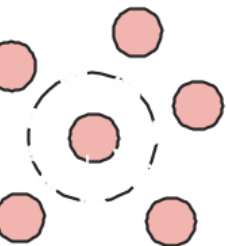
Level 2: I-in-it
 Factual, debate,
 Rule revealing

Competing



Level 3: I-in-you
 Empathetic, inquiring
 Dialogue
 Rule reflecting

Negotiating/
 Networking



Level 4: I-in-now
 Generative, presencing,
 collective creativity
 Rule generating

Co-creation,
 awareness based
 collective action

<https://jamboard.google.com/d/1xlAke8IW57m47lADYPJ3YxlZLOBsYJwh8fo-zZ13Kh4/edit?usp=sharing>

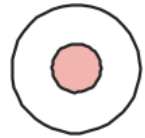




Where participants feel the system currently operates

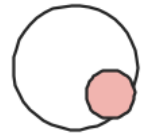


Where participants would like to see the system move to



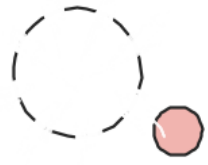
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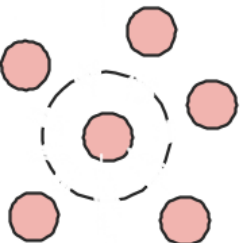
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Factual, debate,
Rule revealing

Competing



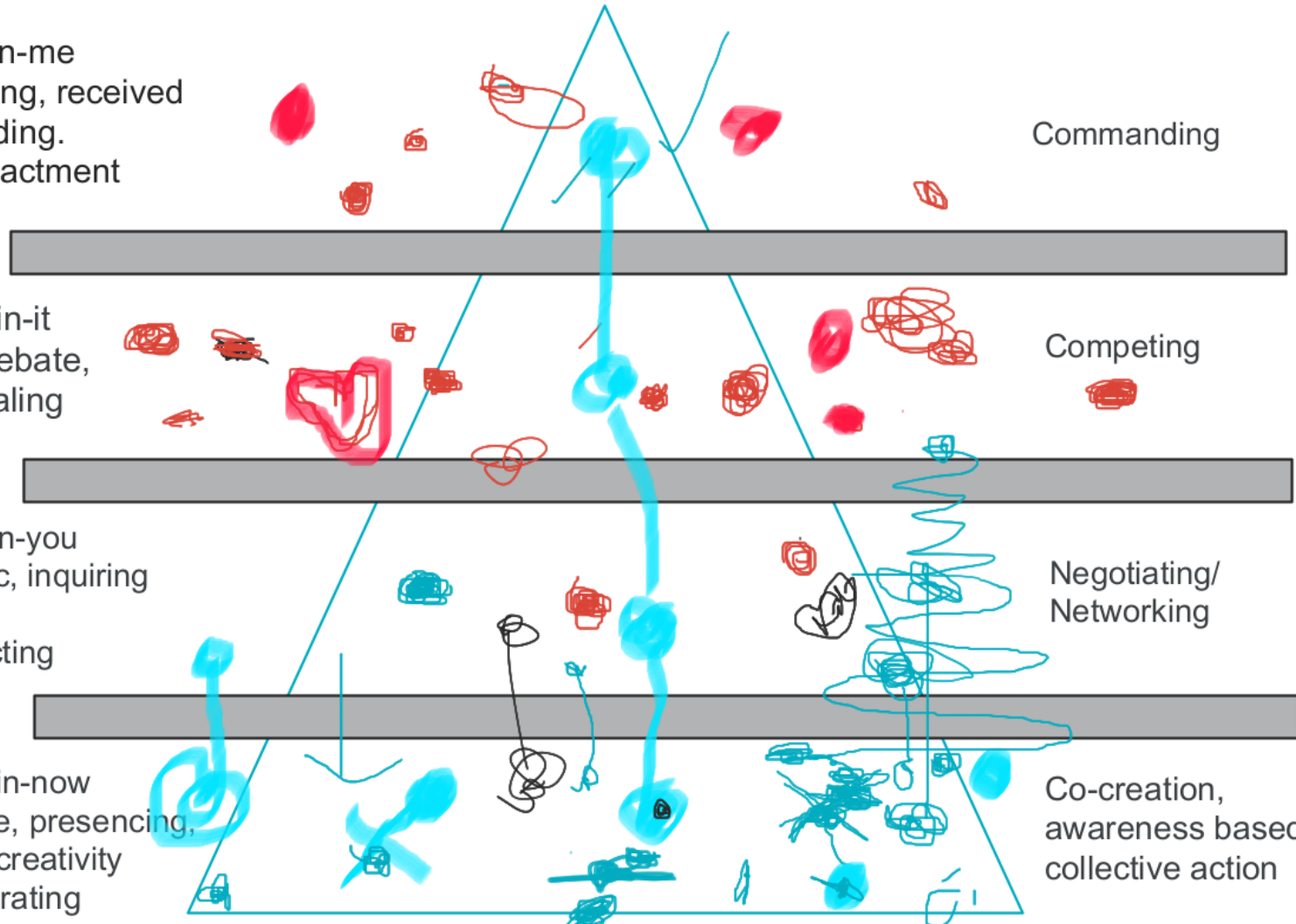
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Generative, presencing,
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Co-creation,
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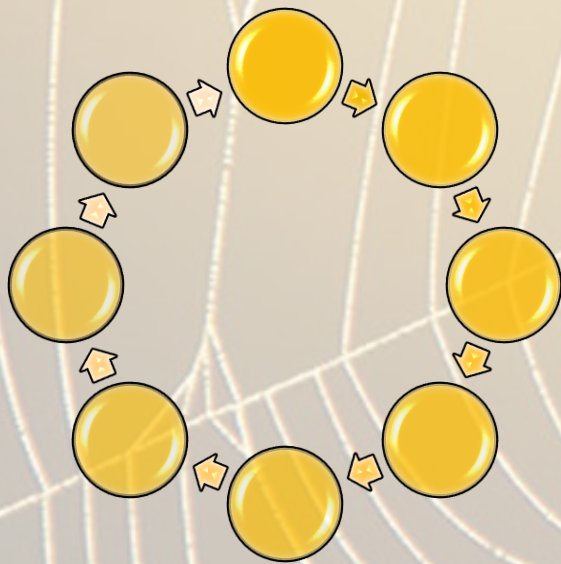
Invitation to Brave Space



by
Micky ScottBey Jones

Together we will create brave space
Because there is no such thing as a “safe space”
We exist in the real world
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world,
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know.
We will not be perfect.
This space will not be perfect.
It will not always be what we wish it to be.
But it will be our brave space together,
And we will work on it side by side.

Breakaway Conversations





What are you noticing?
What has shifted?





What next?

