

Where Are We Now? - Process

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FORMAT:

This is a whole group extraordinary collaborative conversation in a circle that makes use of Discovery Speaking for the purpose of tapping into group members' essential needs of the moment which turn out to be the same as the organization's essential needs of the moment when the person is serving the organization.

SPACE:

The space setup requires a spaceholder / context holder, and a scribe. The spaceholder should not be a central member of the organization so the key players are free to participate 100%. The spaceholder established an ultra-safe space almost like a sterile petri-dish in which this process can occur. Since much of the process is done with the eyes closed the spaceholder takes care to guard against the shock of the sounds of people coming in or out or moving around in the space.

The center of the meeting circle is kept free of objects, including candles, tissue boxes, flowers and the like in order to access the maximum amount of nothingness.

The scribe needs to be someone who is dedicated and skilled and attentive enough to document in small and neat but swift comprehensive felt-pen writing what is said by writing it onto flipchart papers or white boards that will be photographed for documentation. The comprehensiveness is important. The Scribe does not abbreviate because they do not understand or are trying to make their job easier. They write down what is said, and they need to do this invisibly without disturbing the space. The writing itself is an alchemical act because it takes the energetics of what comes into the space and transforms it from the subjective into the objective as ink on paper/board, thereby cleaning the space so it is ready to receive the next level of offering.

INTRODUCTION / BACKGROUND:

The introduction is primarily context setting logistics to establish the pristine and mutually attentive space required for this process. Clarify who stays, who goes, and explains the scribe.

INSTRUCTION / PROCEDURE:

This is an alchemical process in that the organization is being transformed into being more actualized to present and near future conditions.

WHERE ARE WE NOW originates out of an authentic question of a key person in the organization. It can be more personal or more organization oriented, but the question needs to be the likes of: Where are we now? What is next for us? Where are we going? How do we get there? Who will take us there?

PHASE 1: The circle remains in silence while the Spaceholder asks the main question holder to close their eyes and let something speak than their intellect. To let their heart speak and their soul speak about what is going on for them, their worries and questions, their sense of themselves and their sense of the organization.

There may be deep feelings of sadness, inspiration, anger or fear that come along with this. But within the ultra-safe space that the spaceholder is holding the others are learning through harmony and demonstration how to be in this kind of speaking also. They are learning by induction into the space. It is not rational speaking, nor is it emotional speaking. It is Dragon Speaking in a Discovery Speaking Space. Whereas Discovery Speaking the mind and soul in ecstasy, Dragon Speaking is the heart and soul ecstasy.

Coach people to use I statements so it is personal rather than theoretical, so they are at risk and reveal themselves.

PHASE 2: After 15 minutes or so ask the others to join in the speaking, asking them to close their eyes and to understand how this is a collaborative conversation not a competitive conversation. People do not speak for themselves to argue a point, a philosophy, a position, but rather to speak before they know what they will say, to say what they have never dared to feel or say before.

The spaceholder gives immediate, razor-clear guiding distinctions at the beginning to get the group tuned into the Dragon Speaking form. Then they will get it and the ball rolls by itself. Tell them not to worry about being heard, that there is time for them. Tell them to speak even if it only part of a sentence, part of an idea, part of a sharing because this is teamwork and someone across the room has the other part of what needs to be said.

This goes on for an hour or so.

PHASE 3: Then shift the speaking by inviting people to start adding in clear, specific and personal communications such as:

I will...

I take a stand for...

I commit to...

I am going to...

This goes on for 30 minutes or so.

PHASE 4: You will feel the space shift when the commitments have been spoken into the space. There will be a brightness and an energy of camaraderie and enthusiasm in the space. Then you ask people to take a deep breath together and slowly open their eyes and

to start checking in with themselves to see if they know what to do next with regards to their commitments and the organization. Say, "Please ask any practical logistical questions of anyone else here to be able to do what you need to do next."

Here the Placeholder has a lively bit of swordwork to do to make swift, clear negotiations between two or three people at a time about who calls which meeting with whom to make what decisions or accomplish what they want to accomplish for the organization.

It is appropriate for the Placeholder to offer any clear nonlinear possibilities and suggestions that come to them to facilitate the wishes of the organization and the people. These can be challenging, outrageous, surprising, challenging offers seriously given. Do not let things get into discussion mode, reaction mode, etc. This is time for the individuals to make practical leaps in their life circumstances so that the changes can occur.

This could take 20-30 minutes.

Check in once more about: Is there anybody who does not know what to do next? Is there anything else about this right now?

COMPLETION AND WRAP UP:

End the space with a review of what just happened.

We came together in circle. We shifted into a Discovery Dragon Speaking mode spaceship. We took a journey together to discover what is current for ourselves and the organization. Then we came back to this normal space. The spaceship has landed, we open the door, and you can go back out to your lives.

Ask people to stand and come together into a standing circle and sense the extraordinary teamwork that just occurred during this journey together.

Thank people for their trust and courage and commitments.

Photograph the flipcharts or white boards.