

Repackaging - Practice

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(Revised: 26. July 2013 by Nicola Neumann-Mangoldt)

FORMAT:

Dyad process

Duration: 30 minutes

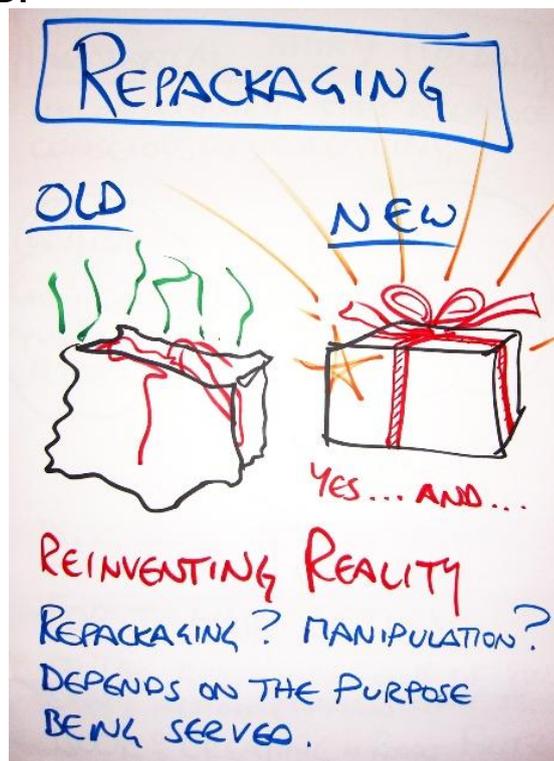
PURPOSE:

Learn to reinvent reality and create new possibility for another person.

SETUP:

Pairs spread in the room and stand facing each other.

INTRO / BACKGROUND:



- Sometimes a product will not sell, so the manufacturer recalls the product and designs completely new packaging for it. The new packaging has new artwork, different colors, different shaped box, etc. The box has exactly the same contents, but the repackaging gives a completely new experience to the buyer. Now the buyer can see possibilities which they never saw before. They can see themselves with the product, so they buy it. In this same way, a leader can learn how to

Repackage any set of circumstances so his or her team can see advantages and have a common vision to commit to success.

- The packaging which we use to understand a box determines the limits of our ability to interact with that box.
- Contrary to what we may think, every packing job is subjective. It is not permanent. It can be changed.
- Repackaging is the ability to change the interpretation of a situation, either for an individual or for a group, by Repackaging the experience of the situation into a different context.
- The Packaging (context) determines what interpretations are possible.
- Repackaging can only occur in the direction of "expanding the box."
- The most successful Repackaging occurs by centering the new interpretation in an expanded frame of reference.
- Repackaging usually occurs through making distinctions about purpose.
- Repackaging is a leadership skill.
- A leader's joy is creating leaders.
- A leader's toolbox is questions.
- With no agenda, find out what people are committed to and commit to that also. Lead by including rather than excluding.
- The secret of having it 'turn out' is saying yes.
- Coaching is a crucial leadership skill. It is one of the three steps in Rapid Learning. Feedback must come from other people. (Emotional Intelligence Article)

EXAMPLE #1:

Group Member: "Oh, no! More overtime! Why do we have such a big work load and the other group doesn't?" (victim conversation, reasonable)

Project Leader: "Yes, we have taken on a big project together, haven't we. What? You want to go home and watch TV instead of being with us?. I do like working with this team though. Remember how we brainstormed our way through the project last month? That was fun, wasn't it?" (agreement first but shift to responsible conversation, then shift purpose to the fun of teamwork, unreasonable)

EXAMPLE #2:

Child: Could we have an ice cream now?

Mother: You just had ice cream yesterday. It is almost dinner time. Your grandmother died from diabetes and I want you to stay healthy. I already spent my snack money budget this week. (being a good mommy, being reasonable, the "right" thing to do)

Child: Oh, mom. You know, in a few more years I will be grown up and out of your life. Let's spend some quality time together enjoying my childhood while it is here. (shift of purpose to enjoying life, being unreasonable)

Es geht nicht darum, Lösungen anzubieten. Verpacke stattdessen das Universum der anderen Person neu. Auch Zuhören und dann anders verpacken funktioniert. Sieh den Konflikt, den die Person in sich hält.

INSTRUCTIONS / PROCEDURE:

New packaging comes out of imagination. You don't figure it out with your mind. It's the same source as possibility stories. You use the paint brush. You paint a new world. It comes more from you, while possibility making comes from the other person, who gives you the key. When repackaging, reach into your bag of imagination.

Use possibility speaking.

The other person has to ask you for support so that the necessity is there. Otherwise the Bright Principles don't hook in. I don't do Possibility Speaking, when people don't write it down. It is alchemistically transformed into the physical world. When they don't write it down, their Box cannot hold it.

- Get together in groups of two.
- **1st round:**
 - Nacktschnecke, be a problem ("I have xy problem, can you help me?")
 - Tintenfisch repackage the problem
 - Nacktschnecke, give direct feedback and coaching.
 - **Approx. 3 minutes**
 - Then change roles.
- **2nd round:**
 - Find a new partner
 - Then proceed as in round 1.

DEBRIEF:

Ask the participants to share about their experience.