

Study Group Handbook

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(Revised: 13th July 2014 by Nicola Neumann-Mangoldt)

FORMAT:

Study Group is a weekly two hour meeting of 3 to 12 people with a spaceholder contexted in Possibility Management. The purpose of *Study Group* is building matrix. *Study Group* is more of a discovery journey than a discussion round, more about exploring what we don't know than defending what we already know. Paragraphs from a book are read out loud and people share their questions, comments and observations from their ongoing experimenting.

PURPOSE:

Discovering and exploring Possibility Management.

Benefit for the spaceholder:

The spaceholder has a training environment for using Possibility Management tools. He is fulfilled by creating a space through which his Principles can be effective and serve other people.

Benefit for the participant:

The participant gets introduced to the tools and ideas of Possibility Management.

SETUP:

Group sits in big circle.

INTRO / BACKGROUND:

Logistics

1. You are the spaceholder.
2. Pick a permanent time and place for the meetings.
3. We recommend a two hour meeting.
4. There are no prerequisites for participating in this group.
5. There is no fee for participating in this group.
6. Make sure to start on time and end on time. Punctuality is an expression of Commitment and Respect.
7. If you like to offer coffee, tea or snacks at the beginning make sure this will not become the main purpose of the meetings. (Pay attention to which influence the presence of tea cups has on the quality of the space.) According to our experience pure drinking water best supports concentrated and effective working.

8. Experiment with seating arrangements. Our experience suggests that it is most effective to sit in a circle and keep the center free (no tables, flowers, other objects).
9. Make sure the meeting space is proper (cleanliness, order, comfortable room temperature, maybe some white, yellow or orange flowers and/or a white or yellow candle can burn at the side of the room).
10. Protect the group from telephone intrusion.

INSTRUCTIONS / PROCEDURE:

How to Plan and Perform the Meeting

1. Clarify at the beginning the purpose of this meeting. You might say something at the beginning of each meeting, such as, "We are gathered here together in the name of Integrity, Clarity, Possibility, Kindness, Generosity and Love."
2. This group is more of an exploration group rather than a discussion round. This group is not so much about defending what we already know but rather about exploring what we don't yet know. Explain to people that you will be avoiding discussions while at the same time needing them to participate with questions, comments and shared observations.
3. Share your experiences from PMCP and what changes have occurred for you so far in your life.
4. Let people ask questions. Distinguish between curiosity questions and vulnerability questions.
5. For study material you can read paragraphs from your *Possibility Manager Handbook (which you get in your first Possibility Lab)*, from any other Possibility Management publication or from *Wild Thinking* or *Radiant Joy Brilliant Love*. *Wild Thinking* provides fifty-two readings, one each week for a year. The material is extremely condensed. Do not be worried if you do not complete a chapter at each meeting. Completing chapters is not the purpose. Exploring is the purpose.
6. If you want to you can practice the experiments during the meeting. Invite people to share by asking them: What comes up for you about this? How can you apply this? What does this mean to you? Take your time to unfold the material. Let people speak. The spaceholder does not need to know the answers. They just need to be able to hold space into which the questions can be asked.
7. At the end of each meeting ask for three minutes of feedback and coaching about your spaceholding.

Spaceholder Guidelines

1. The requirements for being a spaceholder are that you have attended at least one Possibility Management training, and that you agree to the guidelines in this Study Group Handbook. In addition you should be familiar with and use the tools of being centered, holding space, and navigating space. Your job is to be present and pay attention, make a safe space, be kind to people. Your job is not to know.
2. Do not get hooked. In every group there is always a "last guy," a person who is farthest away from the group norm. It is natural to think that meetings would go easier if you subtly get rid of the "last guy." Your job is to continue to include the "last guy" without giving him or her your center. You are the spaceholder. If you cannot find the "last guy" it could be you.

3. This is a study group not a discussion group. Discussions of course will happen, but the purpose of the group is not to discuss things but rather to explore things. Exploration happens through authentically and vulnerably exposing oneself to new ideas. When a discussion of logic or philosophy arises your job is to skillfully navigate space back into exploration.
4. Have no agenda or expectations for the meeting. Trust the process. Serve the people. When finished do not judge the meeting. The meeting was how the meeting was.
5. Do not gossip about people. Beware of personality conflict and the potential for territoriality, competition, survival for attention, or other low drama. Identify low drama immediately and by name, and do not go there. Instead navigate space back to high drama.
6. Do not confront or process people. Instead, ask the next question. Always look towards responsibility. Possibility Management is not psychotherapy, beliefs, politics, or religion. If needed tell people that more in-depth work can happen at Rage Clubs, Possibility Teams, or Possibility Management trainings. Your job is to provide a study group environment for learning more about Possibility Management.
7. Do not try to answer *Next Culture Center* policy questions. Instead, invite your people to call *Next Culture Research & Training Center* directly at +49-(0) 7957-9239 140.
8. Thank you for what you are making possible for people.