

## **Systems For Sustainability**

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(Revised: 22. February 1999 by Clinton Callahan)

### **FORMAT:**

Whole group ideating and commitment process.  
Duration: 20 minutes

### **PURPOSE:**

This is a re-entry process where participants get to design their lives together as an organization which sustains the context of Infinite Solutions.

### **SETUP:**

This process should be done on the last day of the Training, as part of the wrap-up or closing processes. The participants have clarity and power, and are designing their lives together as an organization.

Flip-chart up front. Theater style seating, though more relaxed than formal. Consider the possibility of having one of the participants act as the moderator for this process, while you as the Trainer sit on the side and hold space for evolution to occur.

### **INTRO / BACKGROUND:**

We cannot truly know what a person has come here to the training to get, nor can we know what they are taking home with them. We can only deliver the distinctions with clarity and power, and facilitate the possibility that a person can shift to hold the new distinctions. This process is a re-entry process. That is, it helps participants to take what they got and imagine themselves back in their lives with their new found tools and skills. It sets up practical details of how to carry on and lets them know that they are not doing it all alone. The Trainer should allow for unexpected results in this process, and should be very careful not to be a "no," while still being a stand for integrity and success.

### **INSTRUCTIONS / PROCEDURE:**

- 1) Explain that this process has two sections. The first section is generative. The second section is analytical. Get an agreement from people not to mix the two. Explain that this means "no killer phrases" either verbal or non-verbal. Withhold judgement in Phase One. Explain that creativity is personal and delicate, and that this agreement makes it safe to create together.
- 2) Write, "SYSTEMS FOR SUSTAINABILITY" across the top of the flip-chart paper.
- 3) Appoint one of the natural leaders of the group as Facilitator for Phase One of this process (if you choose to do so). The Facilitator comes up front to the flip-chart.

- 4) Ask, "You now know what is possible for you. How are you going to sustain the possibility of Infinite Solutions in your organization? What are all of the systems for sustainability that you could create?"
- 5) Phase One: Coach the Facilitator to write the list on the flip-chart paper. Keep ideas flowing. Keep the energy up. Tag on. Free wheel. No judgement. (10 minutes maximum).
- 6) Phase Two: Say, "Okay. Thank you. Great! Now, let us change Facilitators and figure out who wants to do what, and by when. Let us write names and dates on the paper." Change Facilitators for Phase Two. (10 minutes maximum).
- 7) (Trainer Note: Please keep a copy of this Systems For Sustainability list, with names and dates.)

**DEBRIEF** (5 minutes)

Take some sharing. How was that for you?