Meetings & Dialogue

Increasing Self-organization
- **Leading**
  - Emergent or appointed leadership
  - Responsibility leader or team
- **Performing**
  - Consent on tasks and divide them together
- **Measuring**
  - Include evaluation moments as part of a decision

Stay alert
- Invite an observer or facilitator from time to time

Dolphinization
- **Be Present**
- **Be mindful**
- **Speak Truth**
- **Let go** — Know that useful elements will "pop-up" again if necessary
- **Paradigm: Theory of Complexity (Chaos)**
- **Choose**
  - Change yourself
    - Enlarge awareness
    - Let go ego, old pains
    - Focus on passion
    - Focus on core qualities
  - Change situation
    - Circle of influence
    - Circle of involvement
  - Get out — Feel freedom, don't stay out of fear

Common Norms & Values
- **Create together**
  - Norms & Values on domain, process, team corporation, purpose communication, facilitating
  - Periodical item on agenda
- **Give feedback**
  - "If you two are talking together, it's difficult for me to concentrate"
- **Evaluate together**
  - Ask the end of every meeting: "What can we do different next time?"

Flow
- **Emergent Leadership**
- **Focus on the center/core**
- **Attuned: "Go with the flow"**
- **Common goal, shared vision**
- **Dia Logos = meaning flowing through**

Solution Focused
- Focus on desired future
- Focus on resources
- Look for successes
- Make it simple, small steps
- Help each other find their own solution
- Solutions emerge 'in between people'
- Compliment each other

Love plus Gratitude

Structure
- **Preparations**
  - Goal per agenda item
  - Time planned per item
  - Check supported subgroups
  - Check fit presentations (from guests) with purpose
- **Structure**
  - Opening round — to attune to each other and to aim the group
  - Administrative concerns — support items that require little or no discussion or decisions. Announcements, consent to minutes of last meeting, date of next meeting, acceptance of the agenda etc.
  - Content — agenda items
  - Closing round — Measurement, evaluation and future agenda items
- **Balance with spontaneous dialogue**
  - Investment in team building
  - Takes more time on the short run
  - Wins time on the long run
- **After care**
  - Minutes fits to purpose
  - Decisions and actions archived

Dialogue
- **Thinking holistically**
  - Everything is interrelated, Butterfly effect
- **Making connections**
  - Use "Yes, and.." instead of "Yes, but ..."
- **Surfacing and inquiring into assumptions**
  - "Lather of Thinking"
    - Assumptions
    - Filter
    - Interpretations
    - Observations
- **Seeking understanding**
  - Thinking out loudly
  - Public Reflection
- **Developing shared meaning**
  - "The language of the soul is not as fast as the language of the ratio"

Participative Decision Building
- **Images**
  - By making a round or a brainstorm, without having a discussion, only clarifying questions
- **Meanings**
  - By making a round resulting in a dialogue
- **Decisions**
  - By making a round: "Are there paramount objections?" Solve them together.
  - Consent
- **Who decides?**
  - Autocratic, democratic <-- **sociocratic** --> consensus

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