

Three harvests

from "Prototyping Online DF", session #2, April 14, 2020

The Third Harvest

Recently I did the harvest for a large AoH gathering, [as a word collage](#)... and in doing so, I realized how similar it was in many ways to my regular DF harvests, only without letters and numbers!

*Sometimes a meeting does **not** particularly require follow-up action planning. In those cases numbers and letters are not so important... at the same time, what is still helpful, is to record the gist of what people say, using their words as much as possible...*

So just for fun, here is my "lightly sorted" harvest from Tues, "word collage" style...

How can we as change facilitators, use the energy of this time to foster positive change?

This time is a tremendous chance for all of us.
So many people experiencing slowing down, have a taste of how it feels;
they may not want to fall back to speedy way it was before.

With any big experience,
learning only happens when we reflect on it together.
Leaders have lot of influence in society and they need orientation
-- not only now during Corona times but also afterwards

Some of us have been inviting our best clients, to a virtual fireside chat...
they responded & liked it...
there seems to be a need.

supporting cross-sectional dialogue w/ org leaders and others

Have circles with leaders in organizations.. what do we mourn, celebrate and learn...
Bring together a diagonal slice...have two hours to talk about this...
Include question, "And what does this mean, for us, now?"

Bring people together from NGOs, companies, politicians - invite people to sit together, develop recommendations and next steps.

Remember to include business leaders, politicians, AND "ordinary people".

supporting learning in organizations

Students have experienced a different form of learning;
may not be willing to go back to old form
Almost every organization has learned something...

Recommend to our clients, that they initiate conversation with students
Involve students in conversation: what have we learned, about this different way of learning?
Transform the learning, into collective learning, through shared conversations

make sure to include "ordinary people"

Concern about focus on contacting leaders,
since they are the ones who have been creating the problems.
Are we expecting politicians to be creative?

We all need orientation.
Ordinary people are the ones who have real power...
we give the power to the politicians.
Don't exclude ordinary people;
they are the ones who build up society.

Supporting Wisdom Councils

Some of us completely agree,
that we have to involve the whole diversity of people, not only the leaders.

In Austria there is an initiative for a country-wide wisdom council about the future.
Start Wisdom Councils with mourn/celebrate/learn, then ask, where do we go from here?
Invite people to explore the question, "Do I want to be an ant or a cat?"

Develop policies that incorporate environmental and climate protection measures, new
innovative & sustainable solutions

Following the quantum flirts

Some of us have engaged in dialogue with politicians who had shown interest in participation.

This seed sprouted into deliberative democracy work with a local Council.

There is energy in beautiful moments... a "quantum flirt" that flashes, and we respond.

Invite ourselves and others, to notice what we are drawn to... to engage in exquisite noticing

It all starts with us as human beings -- we are all different, and there are many ways to go

Each of us needs to listen to what calls us personally, what has a spark for us

... and then, start facilitating the conversation....

Take a first small step, open room for conversation, offer orientation

Be like a beacon. We have good stories & narratives...

offer the food of reflection to people

Need to pay attention

Restoration of old system is already going on.

We have to be careful who gets the money.

The old system or the new?

Many people want change but we need to become more visible.

How (and why) to acknowledge the stress in relationships...

Honoring personal trauma

We each need to acknowledge the stress we are experiencing.

We need to acknowledge the personal aspect of "mourning, celebrating and learning".

Each of us needs to explore, what challenges keep us from being able to give voice and legitimacy to the stress of these times

Shadow Work and Empathy Circles

Some of us are noticing how much more advanced Germany and Austria are.

Jim says, reason that DF has spread in Germany, Austria, and Switzerland

is that they are dealing with their shadow,

and US/UK are not.

We need to give voice and legitimacy to the stress of the time,
so it doesn't become a barrier to the birth of new consciousness into action
Spread practices that help us deal with our shadows

Spread Empathy Circles and empathy practices as a way of acknowledging the shadow, to help
bring to action, the things that come out of inspiration...

How to take new consciousness, into the step of action?

Some of us are noticing a greater consciousness of global unity,
see this affecting all of us.
Some of us want to use this opportunity to act as a group,
not just act as individuals.

Leverage DF e.V.

Put forward a proposal as an organization, as the DF e.V.;
offer a program for coping with COVID,
invite communities, business world

Call it "coronavirus emergence"

The Second Harvest

This next harvest, the "lightly sorted" version below, is what I usually give back to a group at the start of the subsequent meeting. The content is almost exactly the same as what you just read above -- yet having letters and numbers makes it easier to refer to a particular item, if we want to correct it, expand it, look at next steps for it, etc.

*I usually include a little blurb at the top, about how there is no consensus implied, these are all contributions made by individuals, etc. What there usually **is** consensus on, is that this harvest reflects fairly accurately, the meeting that we had! :-) And that in itself, can be helpful common ground, and strengthen trust in the process.*

1. How can we as change facilitators, use the energy of this time to foster positive change?

A. Background perspectives...

1. This time is a tremendous chance for all of us.
2. So many people experiencing slowing down, have a taste of how it feels; they may not want to fall back to speedy way it was before.
3. With any big experience, learning only happens when we reflect on it together.
4. Leaders have lot of influence in society and they need orientation -- not only now during Corona times but also afterwards
5. Some of us have been inviting our best clients, to a virtual fireside chat... they responded & liked it...there seems to be a need.

B. Potential solutions:

supporting cross-sectional dialogue w/ org leaders and others

- 1 Have circles with leaders in organizations.. what do we mourn, celebrate and learn...
2. Bring together a diagonal slice...have two hours to talk about this...
3. Include question, "And what does this mean, for us, now?"
4. Bring people together from NGOs, companies, politicians - invite people to sit together, develop recommendations and next steps.
5. Remember to include business leaders, politicians, AND "ordinary people".

C. Potential solutions:

supporting learning in organizations

1. Students have experienced a different form of learning; they may not be willing to go back to old forms
2. Almost every organization has learned something...
3. Recommend to our clients, that they initiate conversation with students
4. Involve students in conversation: what have we learned, about this different way of learning?
5. Transform the learning, into collective learning, through shared conversations

D. Concerns: Make sure to include "ordinary people"

1. Concern about focus on contacting leaders, since they are the ones who have been creating the problems.
2. Are we expecting politicians to be creative?
3. We all need orientation.
4. Ordinary people are the ones who have real power... we give the power to the politicians.
5. Don't exclude ordinary people, they are the ones who build up society.

E. Potential solutions: Supporting Wisdom Councils

1. Some of us completely agree that we have to involve the whole diversity of people not only the leaders.
2. in Austria there is an initiative for a countrywide wisdom council about the future.
3. start Wisdom Councils with mourn/celebrate/learn, then ask, where do we go from here?
4. Invite people to explore the question, "Do I want to be an ant or a cat?"
5. Develop policies that incorporate environmental and climate protection measures, new innovative & sustainable solutions

F: Potential solutions: following the quantum flirts

1. Some of us have engaged in dialogue with politicians who showed interest in participation.
2. This seed sprouted into deliberative democracy work with a local Council.
3. There is energy in beautiful moments... a "quantum flirt" that flashes, and we respond.
4. Invite ourselves and others, to notice what we are drawn to... to engage in exquisite noticing
5. It all starts with us as human beings -- we are all different, and there are many ways to go
6. Each of us needs to listen to what calls us personally, what has a spark for us
7. ... and then, start facilitating the conversation....
8. Take a first small step, open room for conversation, offer orientation
9. Be like a beacon. We have good stories & narratives... offer the food of reflection to people

G. Concerns: Need to pay attention

1. Restoration of old system is already going on.
2. We have to be careful who gets the money. The old system or the new?
3. Many people want change but we need to become more visible.

II. How (and why) to acknowledge the stress in relationships...

Potential Solution: Honoring personal trauma

1. We each need to acknowledge the stress we are experiencing. We need to acknowledge the personal aspect of "mourning, celebrating and learning"
2. Each of us needs to explore, what challenges keep us from being able to give voice and legitimacy to the stress of these times

B. Potential Solution: Shadow Work and Empathy Circles

1. Some of us are noticing how much more advanced Germany and Austria are.
2. Jim says reason that DF has spread in Germany, Austria, and Switzerland is that they are dealing with their shadow, and US/UK are not.
3. We need to give voice and legitimacy to the stress of the time, so it doesn't become a barrier to the birth of new consciousness into action
4. spread practices that help us deal with our shadows
5. Spread Empathy Circles and empathy practices as a way of acknowledging the shadow, to help bring to action, the things that come out of inspiration...

III. How to take new consciousness, into the step of action?

A. Background perspectives

1. Some of us are noticing a greater consciousness of global unity, see this affecting all of us.
2. Some of us want to use this opportunity to act as a group, not just act as individuals.

B. Potential solutions: Leverage DF e.V.

1. Put forward a proposal as an organization, as the DF e.V.; offer a program for coping with COVID, invite communities, business world
2. Call it "coronavirus emergence"

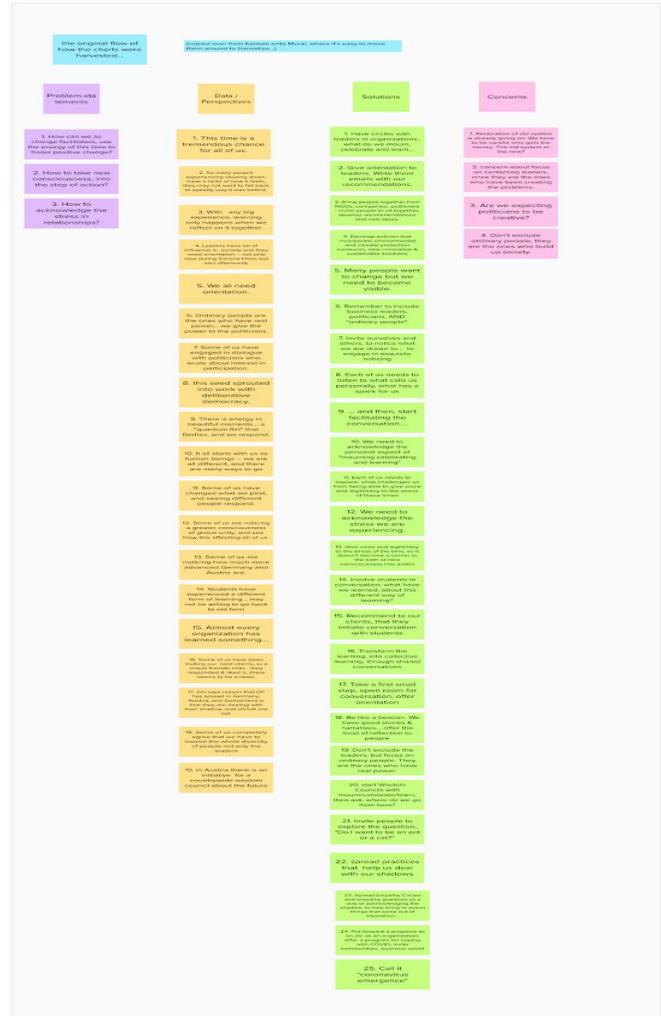
The First Harvest

Before, I used to simply type up the charts from a DF session into a Word Doc, then laboriously “cut and paste” to sort or group the numbered items from the charts, into the themes you see above. So the “first harvest” was simply the charts transposed to a google doc.

Recently, I’ve started using Mural to create the sort, **even when I am doing DF in person**. What I do now, is to start out by typing the charts onto Mural instead of onto a Word doc. Reason being, it’s **more fun** to move the post-its around on Mural, than the old way of cutting and pasting inside a Word doc... AND... I also end up with a fun mural I can share with clients. This time, starting from the regular four lists you see on the side here, the thematized mural came out looking a bit like an Easter egg... (see next page!)

After I’ve grouped the electronic post-its into themes, it’s fairly simple to take each group of post-its and transform it back into text, which is what I do to create the second harvest, which you already saw above...

Now for the Easter egg.... enjoy!





To explore more about harvesting, you are always welcome to email me through my website, at www.DiaPraxis.com.