

# WELCOME!

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# WHAT IS POWER?

Paul Tillich's definition: "the drive of everything living to realize itself with increasing intensity and extensity"

*Power as the "Force of Enactment"*

# EXAMPLES OF DESTRUCTIVE POWER DYNAMICS

Will you share your experiences of destructive power dynamics in the comments box?

# TIP #1

Initiate a facilitated meeting practice that distributes power.

## TIP #2

Use a consented upon and proven collective decision making process such as Integrative Consent.

# Integrative Consent

1. **Propose:** create a proposal for a shared agreement via
  - a. proposal surfacing, or
  - b. proposer only
2. **Questions and Comments:** via round ask clarifying questions, share clarifying points of information, or make any desired responses including better ideas
3. **Amend:** proposer amends based on input from previous two steps if desired
4. **Integrate:** via round, all present state their objections, or lack thereof
  - a. objections surfaced, recorded by title one at a time
  - b. objections processed one at time via open discussion to an amended version of proposal that resolves proposer and objector's tensions
  - c. objections surfaced and integrated till none remain

**Objections** are any articulable reason that a proposal will cause harm to the team or organization. Objections are not a reason I don't like a proposal, a better idea, or based on predictive concern

## TIP #3

Get a shared task tracking system going for ensuring accountability in your team (including reporting back!)

## TIP #4

Develop your roles (as a team) and get them clear and written down.

*One of the most common sources of failed power dynamics comes from the lack of clarity around who is doing what.*

# TIP #5

Make information across the organization  
**transparent AND accessible**

# COLLAB 101

*The Essentials of Shared Leadership for Powerful Collaboration*

[www.RoundSkySolutions.com/Collab-101/](http://www.RoundSkySolutions.com/Collab-101/)

- **Meeting facilitation skills** *to move your team forward and integrate multiple perspectives for creative and innovative solutions*
- **Collaborative meeting practices** *to include all voices and work to keep the whole team on the same page*
- **Initiatives tracking system** *to support your team's collective work on strategic plans while providing a forum for feedback and affirmations*
- **Personal development practices** *to manage challenging team dynamics and facilitate individual growth*



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# THANK YOU!

*Reach out to us!*

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