

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/

- **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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