



Rethinking How & Why We Gather

MARSHA LITTLE

On this sheep-scale, how do you feel today?



1

2

100m SPRINT

My sleep problems
would go away if
office meetings
took place
in my bed.



someecards



Ron Iver
@ronnui_

Why do long meetings exist? You're telling me that the 90 minutes it took for you to give a rundown is the same 90 minutes it took Shrek to take down the monarchy AND learn to dissolve his emotional barriers so he could welcome people into his life?

Meeting Goals



Inspire participants to think differently about meetings, (re)conceiving them as purposeful, joyful, and productive



Leverage the wisdom and ideas of the participants towards the design of more purposeful meetings



Offer practical tools and mini-discussions, so that participants leave feeling energized, curious, and excited

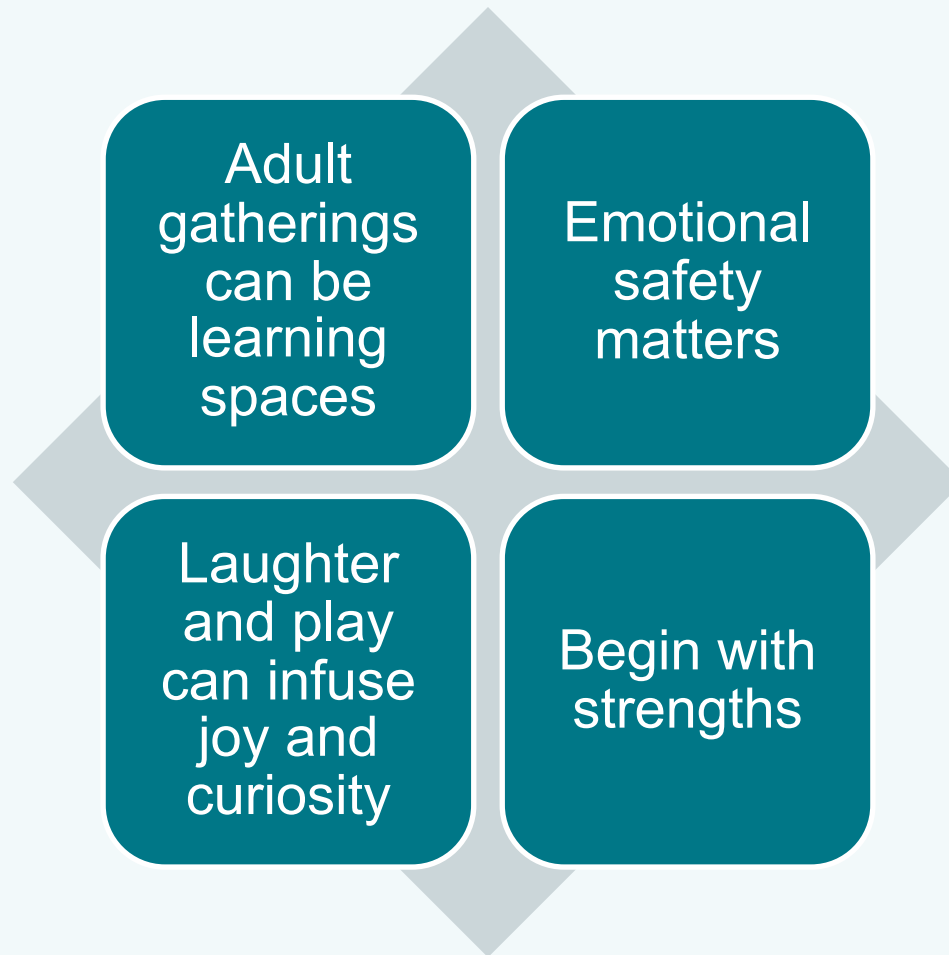
**What is a question you hope to have answered
by the end of today's session?**

How do you want to show up for today's session? Who do you want to be for the next 45 minutes?

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Core Beliefs



**What resonates with what you know to be true
about gatherings (meetings) at their best?**

“A leader’s responsibility is to ensure that members are so clear about their reason for being at a meeting and for why the team exists that this question never crosses their mind.”

Elena Aguilar, *The Art of Coaching Teams*

Event
Dates

- Goals
- 1. Goal
 - 2. Goal
 - 3. Goal

Pre-work:

Room Setup:

Supplies:

Day, Date

Time	Agenda Item	Purpose	How / Who	Outcome / To-Do / Notes / Questions / Decision-Making Process
Actual Time, not number of minutes	Agenda item 1 is always Grounding. The last agenda item is always Closing.	Does this tie back to one of the goals?	Is there diversity of speakers / facilitators? Is there a mix of individual, small group, and large group activities?	Specific facilitator notes.

October 21, 8-8:45 a.m.

Facilitator Agenda

Intended outcomes:

- Inspire participants to think differently about meetings, (re)conceiving them as purposeful, joyful, and productive
- Leverage the wisdom and ideas of the participants towards the design of more purposeful meetings
- Provide energizing discussion and practical tools, such that participants leave feeling energized, curious, and excited

	Agenda Item	Purpose	How / Who	Outcome / To-Do / Decision-Making Process / Notes
8:00 – 8:10	Opening	Grounding and connection	MTL Full Group Turn and Talk	<p>Sheep Slide—for conversation as people come in. Music in background?</p> <ul style="list-style-type: none">● Turn and Talk—Sheep. Show of hands for different Sheep. <p>Slides: the problems with a lot of meetings.</p> <p>ML one minute introduction and review of goals. Every meeting can be improved through intentional design.</p> <p>Will explain the why behind everything I do.</p> <p>Inquiry Question and Intention Setting (ML)</p> <ul style="list-style-type: none">● Marsha share ways of opening● explain why we do these things<ul style="list-style-type: none">○ Turn and Talk—connection. For me as facilitator to know a bit about my audience.○ Inquiry question--to ground in a learning orientation, begin to imagine the transfer of content, be attentive to

**“Before you leave the house, look in the mirror
and take one thing off.”
Coco Chanel**

What do I want them to know?
How do I want them to feel?
What do I need them to be able to do?

Arc of Engagement—Priming

“You need to attend to your guest in the pregame window in proportion to the risk and reward you are asking of them.”

Priya Parker, *The Art of Gathering*

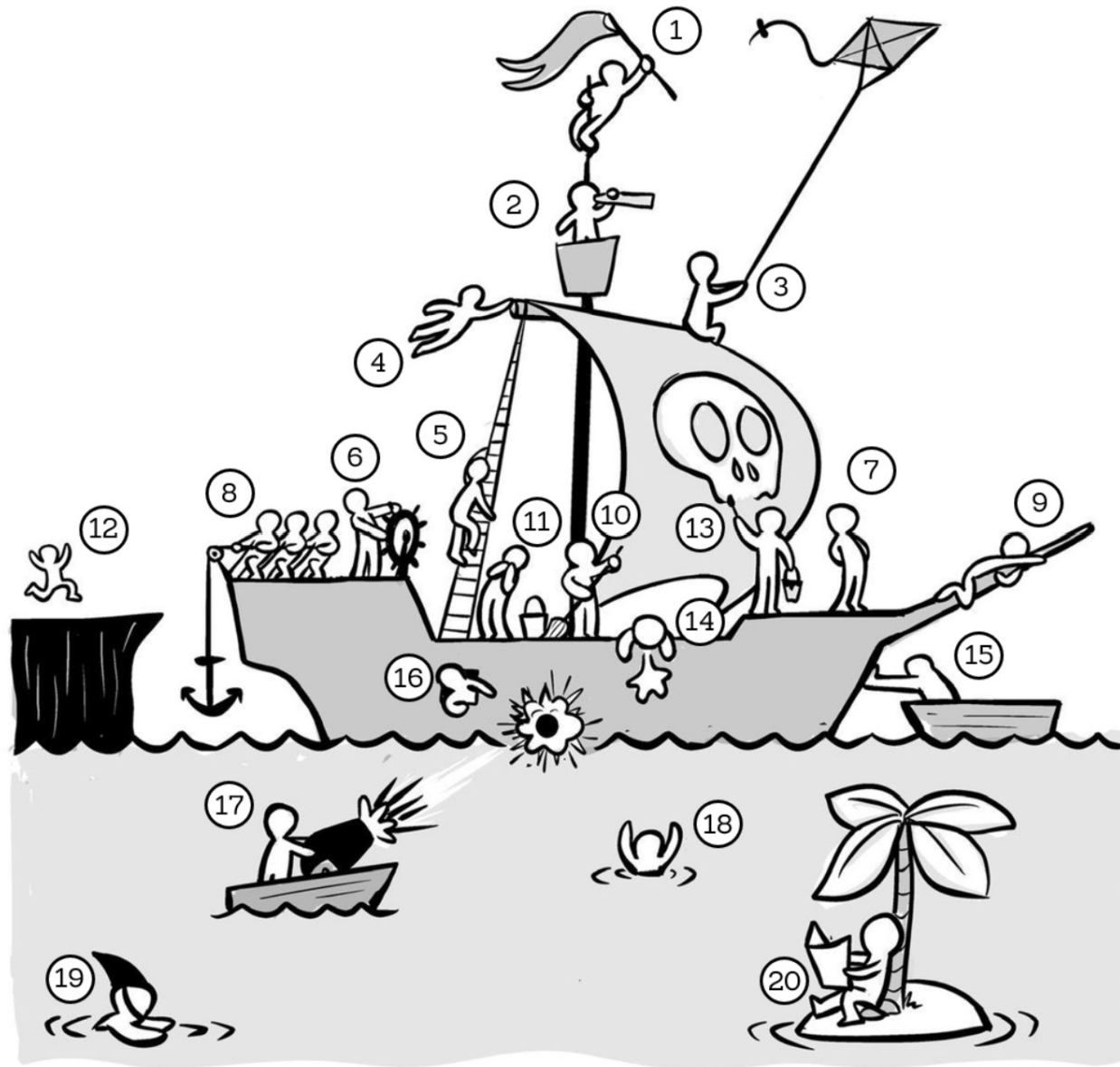
What can participants read, write, listen to, consider in advance of the meeting?

Hint: this can be as simple as providing an agenda.

Arc of Engagement—Opening

“In many gatherings, your guests will benefit from being carried across a proverbial threshold, leaving the wide world and entering your small kingdom.” Priya Parker, *The Art of Gathering*

Inquiry Question
Intention Setting
Moment of Silence
Introductions
Norm-setting or review
Poem / Video / Music
Provocation
Storytelling
Pop up rules
Image Cards
Emotional Check-in



LearningLegendario.com

TENETS OF IMPROV

- ❑ Let go of your agenda.
- ❑ Listen in order to receive.
- ❑ Build on what you receive.
- ❑ You can't be wrong.
- ❑ Make your partner look brilliant.
- ❑ Keep moving forward.

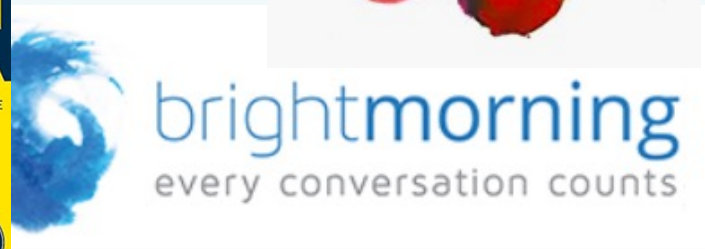
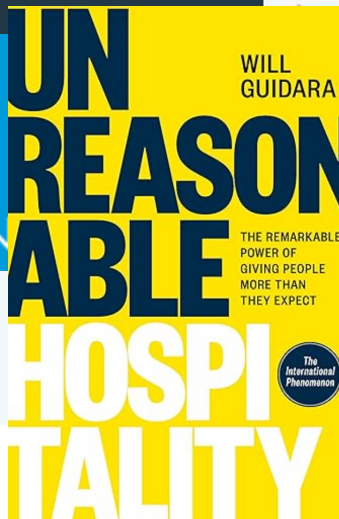
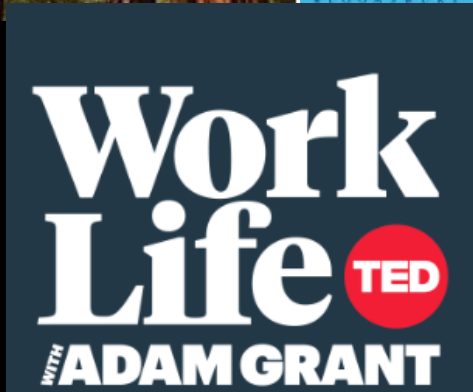
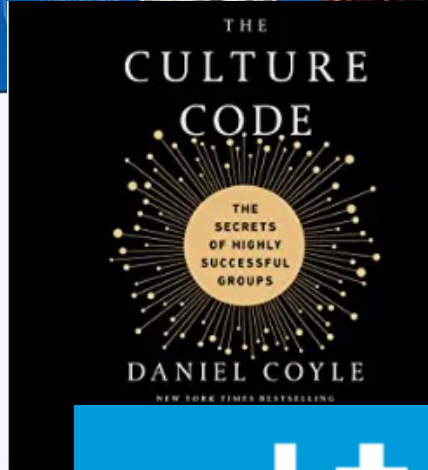
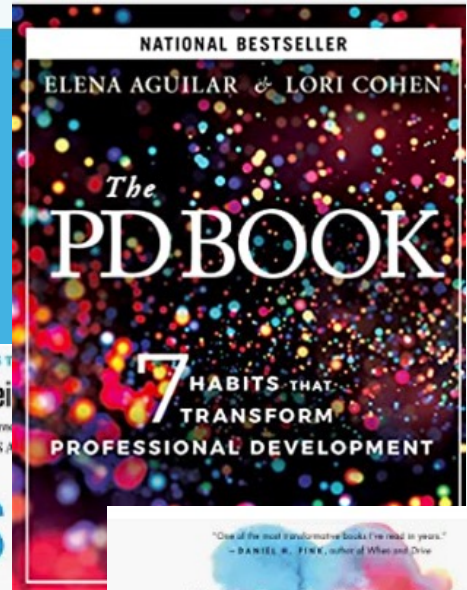
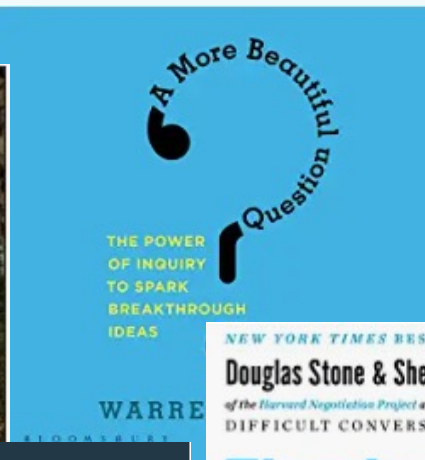
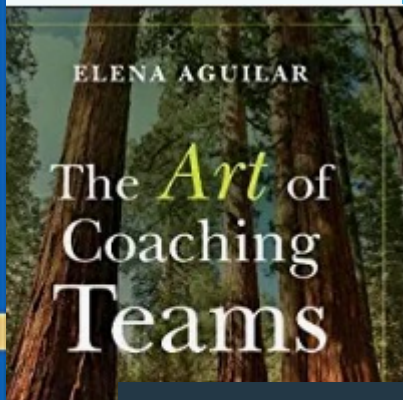
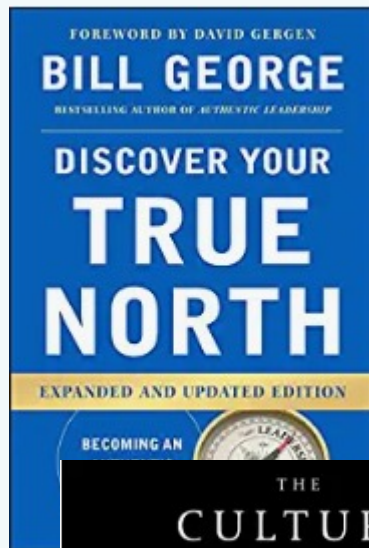
How

Arc of Engagement—Closing

(not logistics)

“It is your job to help your guests close [the world of your gathering], decide what of the gathering they want to carry with them, and reenter all that from which they came.” Priya Parker, *The Art of Gathering*

Revisit Inquiry
Revisit Intention
Appreciation
Reflection Protocol or Question
Poem
Video
Check-in
Moment of Silence
Synthesis
Rate the Meeting



Thank you!

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