

3

How to help other
people in the
community to be
creative

Understanding
reality

appreciating
assets

phil

wood

jotham

sietsma



ALWAYS
LOOK ON
THE BRIGHT
SIDE OF
LIFE



**REALITY
CHECK
AHEAD**

what is
reality?

reality

(noun)

the annoying time
in between sleep
and internet.

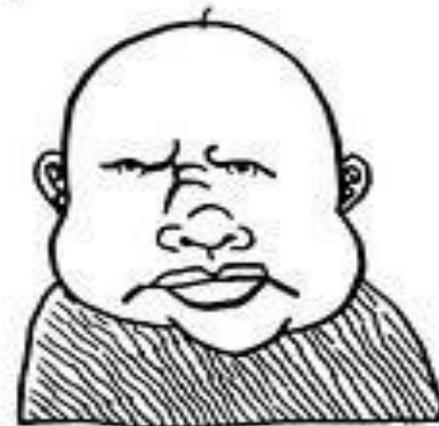
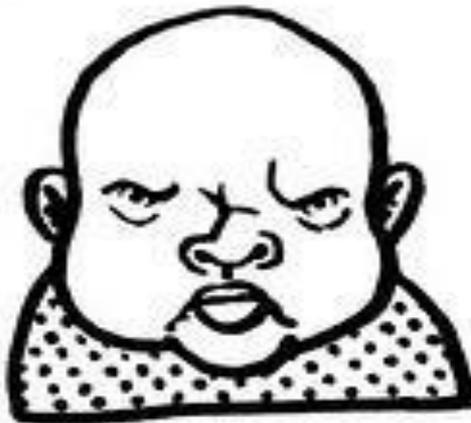
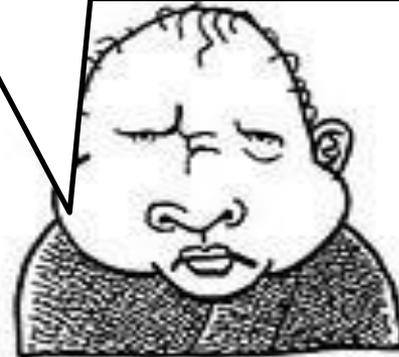
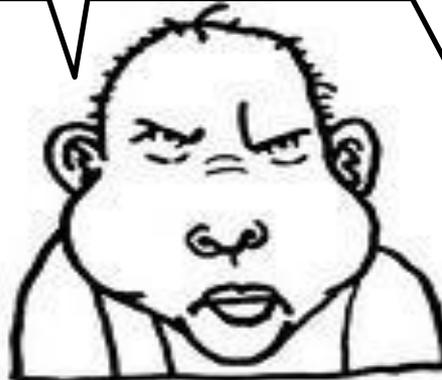
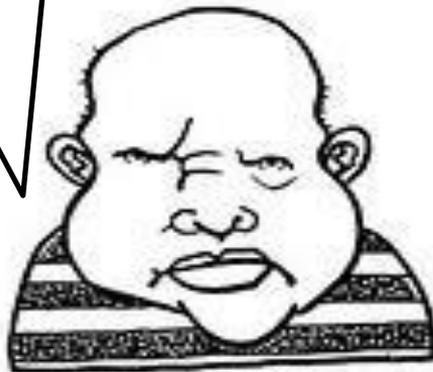
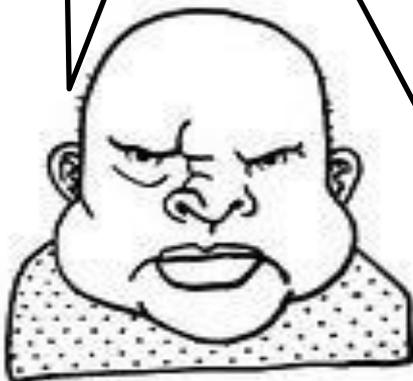
Reality
is
Natural
isn't it?

**You'll never get
anywhere with this
community**

**Anyone with any 'get-
up-and-go' has got up
and gone.**

**That's a fact.
Always has been –
always will be**

Face up to REALITY



...SO WHAT

IS

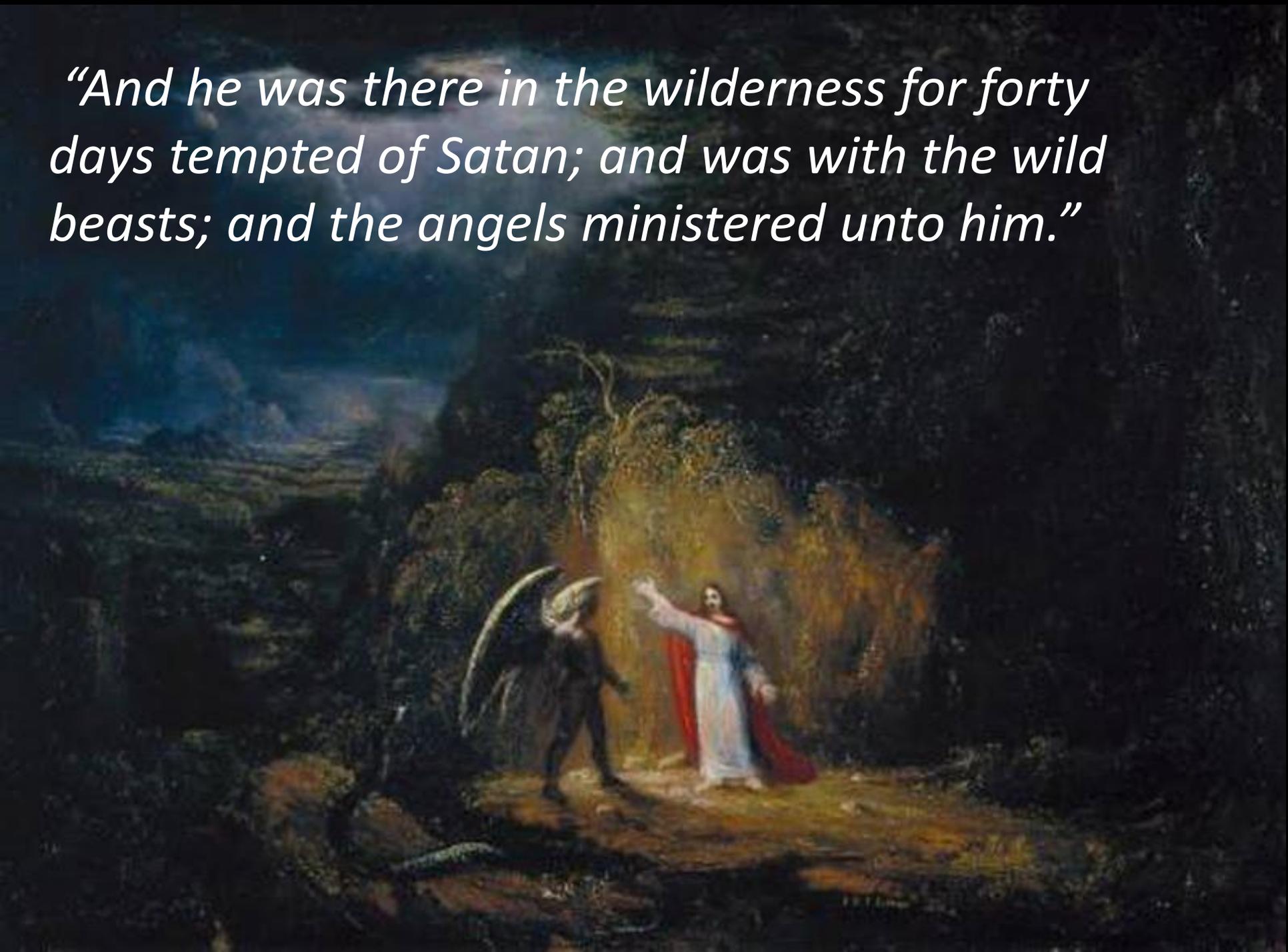
NATURAL?

Nature... surely that's natural

WILDERNESS

A scenic landscape featuring a wooden sign that reads "WILDERNESS" in the foreground. The sign is positioned on a dirt path that leads towards a calm lake. In the background, there are lush green hills and majestic mountains with patches of snow under a cloudy sky.

“And he was there in the wilderness for forty days tempted of Satan; and was with the wild beasts; and the angels ministered unto him.”





"Come forth into the light of things, let nature be your teacher" William Wordsworth







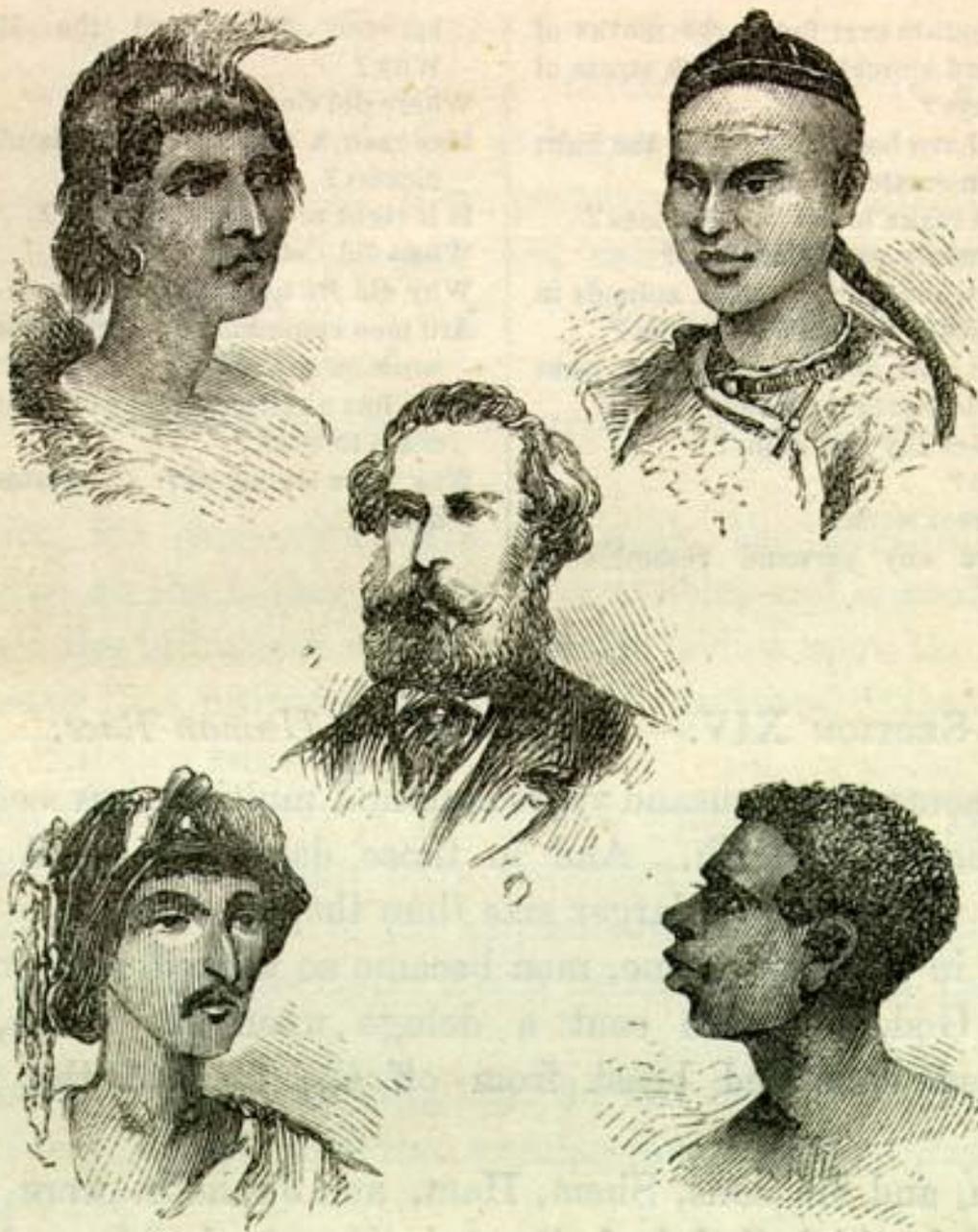






HUMAN NATURE

What Is It?



TYPES OF THE HUMAN RACE.

- Distinction
- Value
- Rank
- Class
- Relative merit
- Discrimination
- Grading
- Segregation
- Subjugation
- The natural order

1985 had at least 1000 "chameleons"

Political staff

PARLIAMENT – More than 1000 people officially changed colour last year.

They were reclassified from one race group to another by the stroke of a Government pen.

Details of what is dubbed "the chameleon dance" were given in reply to Opposition questions in Parliament.

The Minister of Home Affairs, Mr Stoffel Botha, disclosed that during 1985:

- 702 coloured people turned white.
- 19 whites became coloured.
- One Indian became white.

- Three Chinese became white.
- 50 Indians became coloured.
- 43 coloureds became Indians.
- 21 Indians became Malay.
- 30 Malays went Indian.
- 249 blacks became coloured.
- 20 coloureds became black.
- Two blacks became "other Asians".
- One black was classified Griqua.
- 11 coloureds became Chinese.
- Three coloureds went Malay.
- One Chinese became coloured.
- Eight Malays became coloured.
- Three blacks were classed as Malay.
- No blacks became white and no whites became black.



Race is a
social
construct

We have
multiple
identities

Gender as a social construct



“an outcome of, and a rationale for, various social arrangements, and a means of legitimating one of the most fundamental divisions of society.”
(West & Zimmerman, Doing Gender)

WARNING:

Reflections in this mirror may be distorted by socially constructed ideas of 'beauty'

but human
nature..

SOCIAL
CONSTRUCT!



- ALBANIAN
- BULGARIAN
- CATALAN
- CZECH
- DANISH
- DUTCH
- ENGLISH
- ESPERANTO
- ESTONIAN
- FRENCH
- GERMAN
- HAITIAN CREOLE
- HUNGARIAN
- ITALIAN
- LATVIAN
- LITHUANIAN
- NORWEGIAN
- PORTUGUESE
- ROMANIAN
- RUSSIAN
- SERBIAN
- SPANISH
- SWEDISH
- UKRAINIAN
- WELSH



I see -
problems.



I see
resources!



We're
half
empty.



We're
half
full.

A sset

B ased

C ommunity

D evelopment



What we
focus on
becomes
our reality



Reality is created
in the moment and
there are multiple
realities

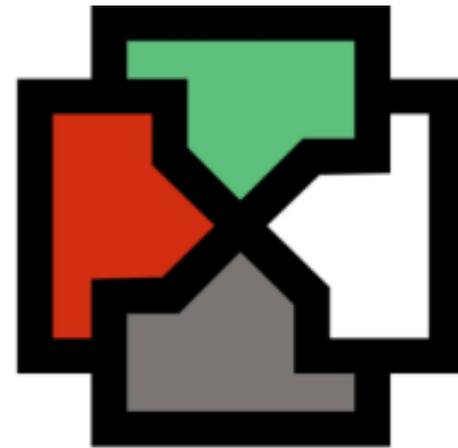
The power of conversation





Loli Arnaut

Donostia/San Sebastian
Basque Country



amara berri
S I S T E M A

interacción social







Otra forma de aprender. Sistema Amara Berri

Like Compartir Más información



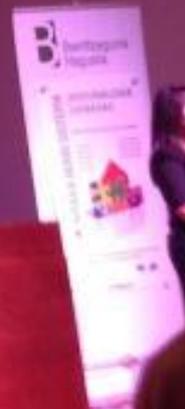
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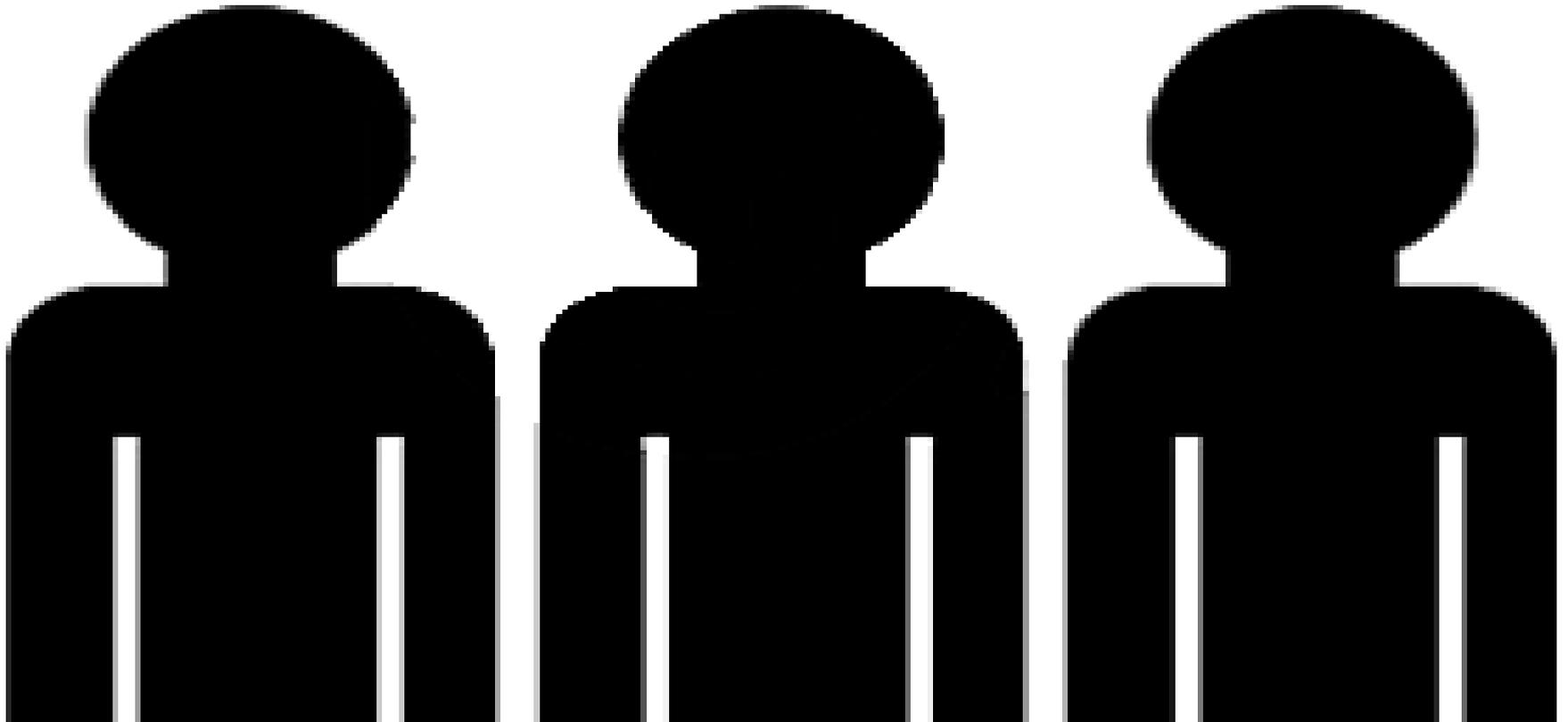
MARA BERRI SISTEMA
JARDUNALDIAK
JORNADAS



Bilbo, 2012ko maiatzaren 7, 8 eta 15ean
Bilbao, 7, 8 y 15 de mayo de 2012



The language
we use shapes our
reality



Appreciative
enquiry

thinking
about your
organisation

Appreciative Inquiry

Asset Based

Look at what we've got!!

Look at what we're missing!!



© J. Logan 2012

rational **control**
Problem-solving
REALITY **data**
Statistics
Knowledge
targets **FACTS**
evaluation **Expertise**



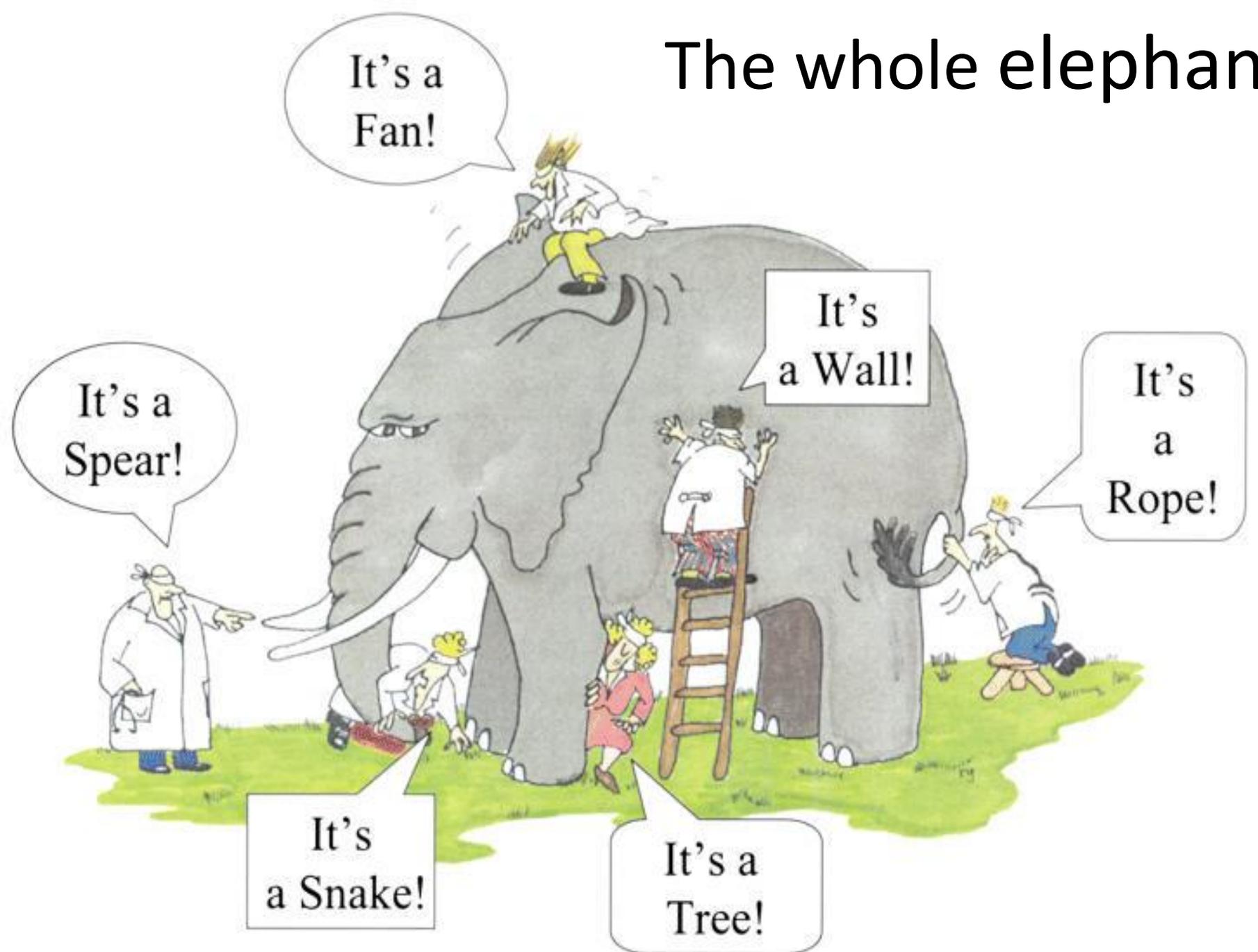
Don't Just Do Something Stand There

Ten Principles for Leading
Meetings that Matter



Ervin Weisbord and Sandra Jago
Authors of the bestselling *Future Search*

The whole elephant



Problem-Solving Approach

- Identification of problem
- Analysis of causes
- Analysis of possible solutions
- Action planning
- Assumes *Organisation is a problem to be solved*

Appreciative Inquiry

- **Appreciate** the best of *What Is*
- **Envision** *What Might Be*
- **Dialogue** *What Should Be*
- **Innovate** *What Will Be*
- **Assumes** *The Organisation is a mystery to be discovered*

DISCOVER
the best of
what is

DREAM
what might
be

DELIVER
what will be

DESIGN
what should
be



Forms of Appreciative Inquiry





Open Space

Second Edition
Updated & Expanded

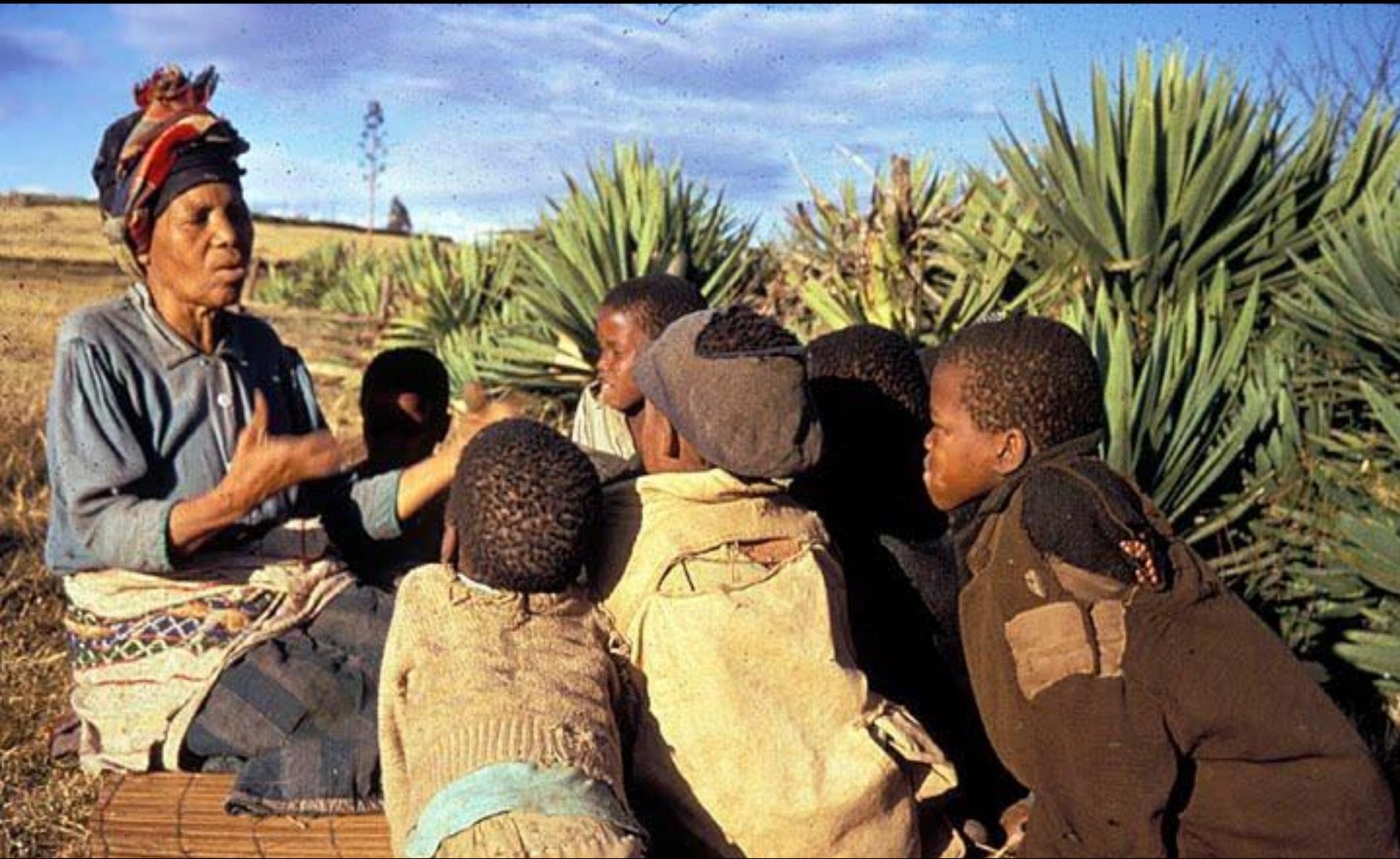


FUTURE SEARCH

An Action Guide to
Finding Common Ground
in Organizations & Communities



Marvin Weisbord & Sandra Janoff



People tell their stories about the world in the hope of influencing the future



People have more confidence and comfort to journey to the future (the unknown) when they carry forward parts of the past (the known)

Appreciative Inquiry

- Seeks to discover and foster innovation
- Open ended interviewing techniques with minimal leading of the interviewee.
- Questions that are positive in nature.

Appreciative Inquiry

- The focus is on “peak experiences”
- What do you want more of?
- Positive images create positive futures
- We create the future that we imagine

One question can
produce many
answers

What is your name?

Why, who wants to know?

Forgotten again!

It's Jane

You can call me JayJay

To you, I'm Teacher

Mrs Grainger

A bit late to be asking now!

I ask the questions around here

Surely you remember me

I was christened John but people call me Jane these days

Boss will do!

I'm your daughter Jane, Mother

Closed or energy-stealing questions

- What's your problem?
- Why can't you...?
- Why are you not performing?
- Why have you not thought of xyz?
- Can't you see what you're doing wrong?

What Makes an Appreciative Question?

- simple and clear
- thought provoking
- Generates energy
- Focuses inquiry
- Opens new possibilities
- Looks for something you want more of

Types of Appreciative Questions

- What do you value most about being in your organisation?
- Can you think of a time when you were bringing all your qualities to bear.

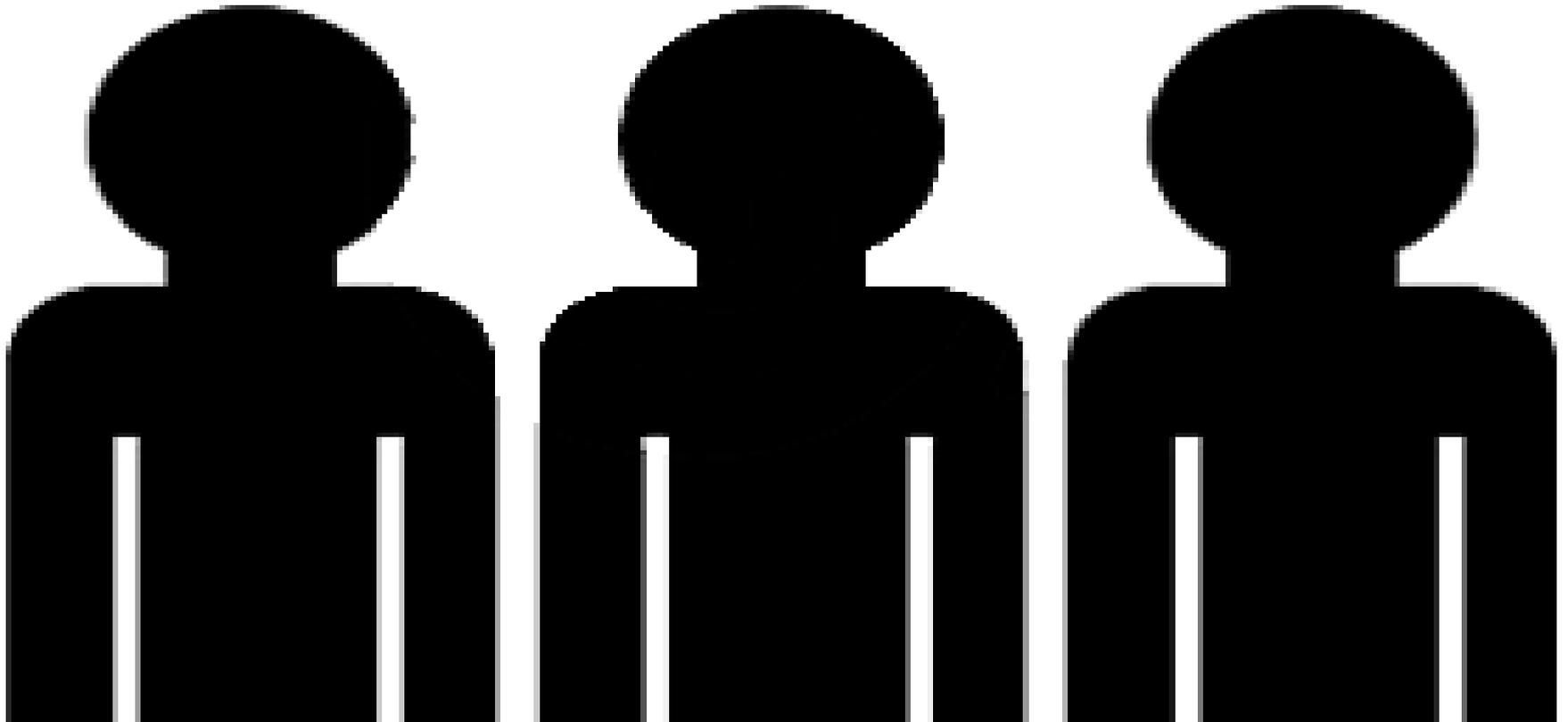
Types of Appreciative Questions

- What is your peak experience with the organisation?
- Can you think of a time when you really felt part of a team.

Types of Appreciative Questions

- What do you feel most passionately about doing next?
- Can you define three concrete wishes you have for the future of the organisation?

The language
we use shapes our
reality



Change begins with fresh eyes

- Invite outsiders in
- Visit another community
- Ask yourself different questions
- Use metaphor (eg my community as a colour or car)



Think outside the box