

The Lucky 13 List of Learning

(So, what went on in the middle of the forest in Olympia, Washington?)

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1. Everything changes. Everything is connected. Pay attention.
2. Did you notice the language? Invitations, the shortest distance between two people is a story, show up as a learner, go slow to go fast, learning is not learning unless you do something with it, practice makes practice, burning questions.
3. Arriving: Great trust building exercises including bring a totem which is an invitation to tell your story to the team - best-barrier-buster ever.
4. World Café: Maybe call it a break-out session for the suits? The magic is in the thread.
5. Systems – one thing changes and the whole system is impacted (talk about how everything changes and is connected at the same time!!). Very cool exercise. I was amazed at how quickly when something changes in a system that we adapt to it and find stability/balance. This must be a law of nature.
6. Chaotic, complex realms vs obvious and complicated - the aha here was that so much that we do is complex, and we can't work in complex situations and manage them the same way we would if they were obvious or complicated. The challenge is - my challenge is - to be comfortable with being uncomfortable in situations where, "I don't know the answer, but together we will figure it out."
7. Rolling up our sleeves: Collective impact and collaboration; we need both.
8. TRIZ exercise: It's easy see all the ways others do things the wrong way, but do we have courage as leaders to see what we need to change in ourselves? The health of our teams depend on it...
9. Love the two loops – so much more fulsome than the change curve because it respects the old system which doesn't just evaporate. Especially love that there is a bridge between the two that connects them.
10. Open space – I can use this!!! And I got some good practical stuff in the open spaces I participated in like use no agenda meetings where you give people permission to ask anything in order to help them through change.
11. Saturday – seriously??
12. Six breaths of design: Now we're talking! This all about stewarding a conversation through divergence, emergence and convergence. I am now officially smarter.
13. Eureka! I have a clearer picture of what I'm going to do differently in my role and even my next offsite. Even better I answered the question I came with, and guess what? That just opened up a whole lot more questions. Check this out - I don't know what the answer is, but together we'll figure. Not so uncomfortable after all. Ha!