

Meetings that Engage

The Transfer-in

By Eiwor Backelund Jacobsson and Ad van Roosmalen

Engaging the whole person

Effective meetings need to engage the whole person, so that all collective wisdom gathered in the meeting room could be used to work with the purpose of the meeting. When the full competence and capacity of every person is engaged, one meeting could solve complex challenges or use innovation and creativity to design for the future. When meetings are used to disseminate information without an opportunity for participation, they are seen as a waste of time.



The Whole Person

In meetings that engage, the leader of the meeting need to lead in a way that helps people focus, connect and work from their full potential to achieve maximum results of the meeting. This allows them for now, to leave what has gone before behind and not to worry about what comes after. They have properly landed in the meeting and can fully engage.

Meetings are more engaging and effective when learning takes place. The participants need to learn about the content so they can make informed decisions and work together on solutions. WPPF is about creating conditions for learning with the whole person. Using WPPF is facilitation work from the inside out. As a leader of meetings you need to look at your value foundation and your assumptions. Self and self awareness are the most important instrument for the facilitator in leading the most effective meetings. You might learn most just by leading meetings in a way that engages the whole person.

Transfer-in

The Transfer In exercise comes from Whole Person Process Facilitation (WPPF), which is a meeting method from the Genuine Contact Program. The purpose of this meeting method is to create genuine contact with and within all participants in a meeting, to make optimal use of their collective wisdom and competence. WPPF is a method to change the view of meetings as a waste of time and turn them into an important time to achieve results. The first step is to use Transfer In to all meetings instead of so called icebreakers.

This description of the Transfer In exercise is taken directly from the workbook for Whole Person Process Facilitation, written by Birgitt Williams.

“All meetings that start with a transfer in exercise are more successful. This is not an "icebreaker" exercise as they are traditionally done. The time taken to do a transfer in exercise may seem to a facilitator as a "waste of time" when planning a very packed day with a great deal of ground to cover. Taking the time to do a transfer in exercise will actually assist the "packed" agenda to go more quickly, reducing conflict and other dynamics that in fact will cause time not to be used as efficiently. The exercise is directly related to the purpose of the reason for coming together and is not arbitrarily chosen.

A transfer in exercise involves using a right brain exercise. The first part of the exercise is "right brain" thinking, immediately followed by transferring this to left brain and thereby bringing the whole brain into the room.

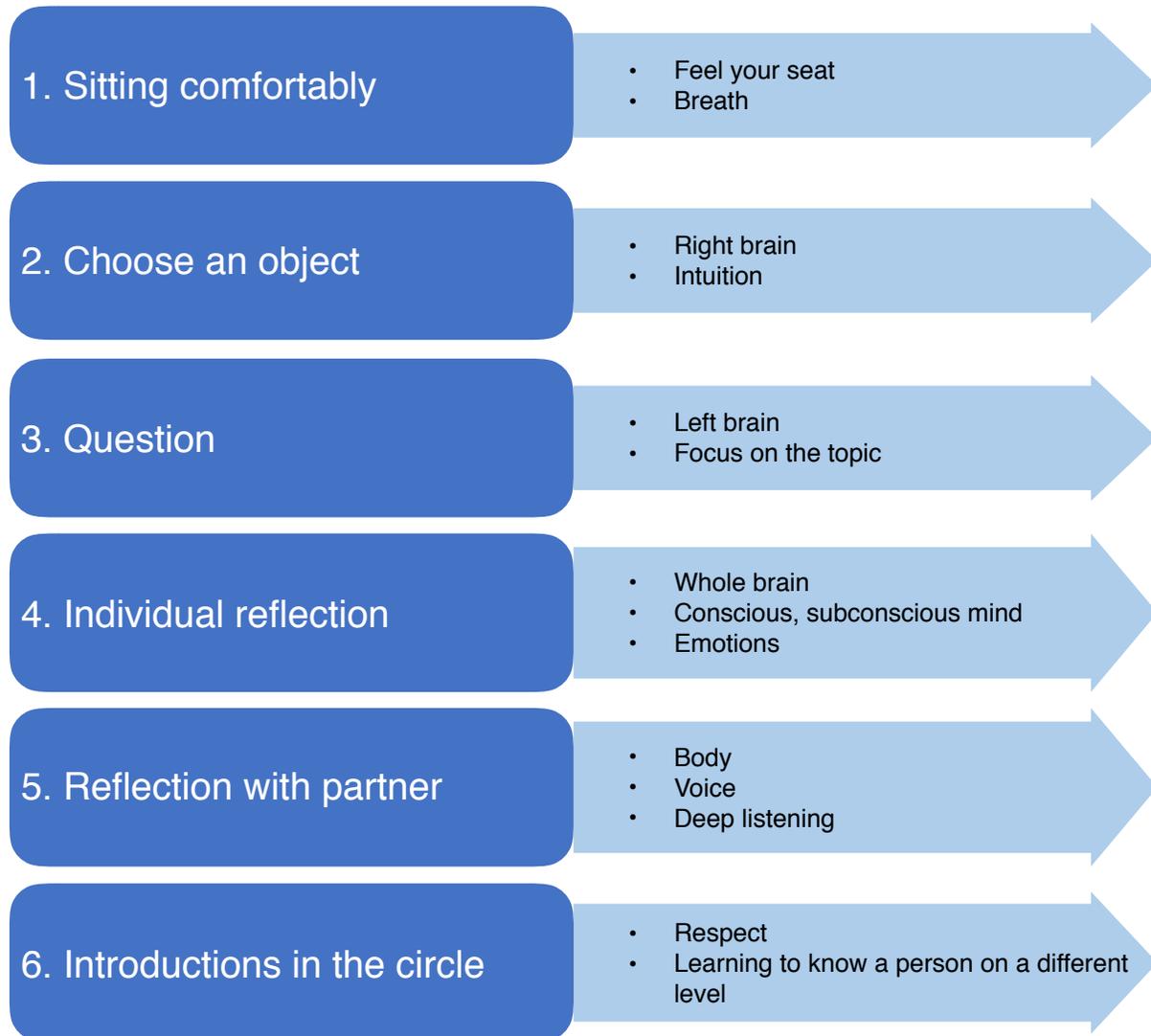
How to do the transfer-in

Place objects in the center of the circle on the floor. Ask participants to select a stone. At this point do not give any further intro or further instructions. When all seated, ask them to stay in silence and to write down what that stone tells them about "... fill in something here that is in keeping with the theme of the day..." They then share their observations in pairs, and then can report out back to the whole group only that which they wish to share. There is never any order that is required, nor any requirement to speak. Keep it safe for folks. There is no right and wrong. Another variation on this exercise for the report back to be done with each person introducing the person they paired with, by name and telling some of that person's observations that the person has given them the go ahead to share. This is a great way to create a connection with one other person and to introduce everyone in such a way that names start to get remembered.

About the objects used

Here you can really let your creativity run free. It is always nice if the objects have a bearing on the theme or what you want to achieve. They can be objects from nature, they can be pictures, quotes, photos, ... You can ask them to look at their hands, think of a color or animal. Also you can use facilitation cards. Place those face down.

Transfer-in overview



Next steps for Engaging Meetings

Learn the full Whole Person Process Facilitation

- Self study option with Dalar International, <https://www.dalarinternational.com/curriculum/whole-person-process-facilitation/>
- In person workshop with Doris Gottlieb, Anna-Caroline Türk, Thomas Herrman, the Netherlands, 16-19 Oct 2019. <https://www.dorisgottlieb.com/wppf2019>

Become a Genuine Contact Member.

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- Get benefits such as discounted workshop invitations, newsletters, promotion and more

Register at <https://genuinecontact.net/membership/>

Your Facilitators



Eiwor Backelund Jacobsson works with leaders who want to lead with a holistic approach to help their organizations thrive in constant change. She is experienced in leading organizations the Genuine Contact way, especially within the public sector. Eiwor is senior consultant at **GC Tools** and Co-Owner of the Genuine Contact Program.



Ad van Roosmalen works with organizations to support them to operate successfully in times of change and is involved in building innovative change networks across communities and organizations. Ad is a co-founder of the GC-based international consultancy **ElevateWork** and Co-Owner of the Genuine Contact Program.



Genuine Contact Specialty Series

Upcoming Workshops

Each online workshop offered in this Specialty Series is designed to showcase an original application of Genuine Contact as developed by Genuine Contact professionals. Genuine Contact provides a blended, synergistic, holistic approach to change and to leadership. It is not about a big quick splash, but rather about developing the skills, knowledge, and capacity to sustain the ongoing organizational change necessary to thrive in today's constantly changing, complex times.

Each short workshop has been designed to teach you hands-on applications of holistic ways of working with leaders and organizations. Workshops in this series will offer you ways to develop the skills, knowledge, and capacity to thrive in change that you can begin implementing in your work immediately.

The Genuine Contact Specialty Series offers a new program every other month. Upcoming online workshops include:

- **Discovering Your Conduct for Leadership with the Deep Essence Tool**
November 27, 2019 with Doris Gottlieb
- **Conscious Project Design using the Medicine Wheel Tool**
January 22, 2020 with Elisabeth Tepper
- **Collaborative Decision Making using Five to Fold** with Thomas Herrmann and Marai Kiele

About the Facilitators

The facilitators of the Genuine Contact Specialty Series are all Genuine Contact Trainers and Professionals working as consultants, coaches, facilitators, and trainers, or inside of organizations as leaders, executives, and managers. They share a commitment to working the Genuine Contact way.

Each specialty series workshop is based on the experience of these facilitators in working with the tools and methods learned in the Genuine Contact Program. They are experts at what they do, having spent years or even decades developing specialized applications of Genuine Contact. The Specialty Series workshops will introduce you to these applications in ways that you can begin working with immediately, whether or not you've taken any of the Program modules before.