

Orientation to the Strategic Plan Refresh

Welcome to the circle!

Please take a seat by adding your name or photo where you wish to be seated.

If you haven't already, join the video call by clicking the "join video for main space" button.



Orientation to the Strategic Plan Refresh

Welcome to the circle!

Please take a seat by adding your name or photo where you wish to be seated.

If you haven't already, join the video call by clicking the "join video for main space" button.



Urban



Anna Caroline



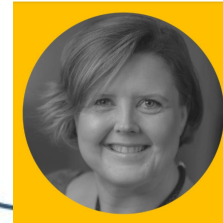
Helen



Mariëlle



Elisabeth



Ann-Heidi



Doris

Annelou



Story leading up to the meeting



! CELEBRATION !
We fulfilled our plan.

- 2012** Strategic Plan – Big Aha: “We are a membership organization”
- 2012-2017** Building the foundations needed
- 2017** Organizational transformation into a strategy focused organization
- 2019** Organizational transformation to add membership structure
New income streams: GC Specialty Series, GC publishing house
NEW Branding for GC
- 2020** We’ve fulfilled the plan & are looking to the future together with you!



Givens for the Strategic Plan Refresh Process

- The strategic plan refresh process will be conducted within the current givens of the organization - both the foundational givens and the operating givens.
- The process will be conducted within the current organizational structures - this includes our current membership structure, communications structures, information management structures.
- At present, there is no budget allocated for the strategic plan refresh process nor for the implementation of the plan beyond the budget we are already working within. Any additional monies needed to fulfill the plan will need to be developed as part of the implementation.



Overview of Process



Part 1:
Orientation to the
Strategic Plan Refresh



Part 2:
Organizational Health and Balance
Assessment



Part 3:
Storytelling



Part 4:
Open Space Technology Meeting



Part 5:
Data Creation - Strategic Plan Update



Part 6:
Implementation
over the coming years

Part 1: Orientation to the Strategic Plan Refresh



We Are Here :-)

In this session, we will be opening the Whole Person Process Facilitation container for this whole strategic plan refresh process. You'll be introduced to all of the parts of the work we will be doing together over the next 90 days. By the end of this session, you'll have a clear picture of our process and a sneak peek into what strategic planning the Genuine Contact way looks like. Being at this session will help you better understand how the contributions you might make in the other parts of the process will fit into the bigger picture.



Part 2: Organizational Health and Balance Assessment



Option 1: October 12, 9am-12pm CEST

Option 2: October 19, 3-6 pm CEST

In this session, we will be doing an organizational health and balance assessment (as taught in Foundational Module 2 of the program) to make a picture of our organization in its current state. You'll have the opportunity to experience this process first hand (which will support your ongoing learning of how to apply this module) and contribute your experience of our organization. Our collective experience is best expressed when many voices can contribute. The outputs of this process not only give us a snapshot of where we are today, but can also be compared to our previous assessment from 2017 to see how we have grown and changed together.



Part 3: Storytelling



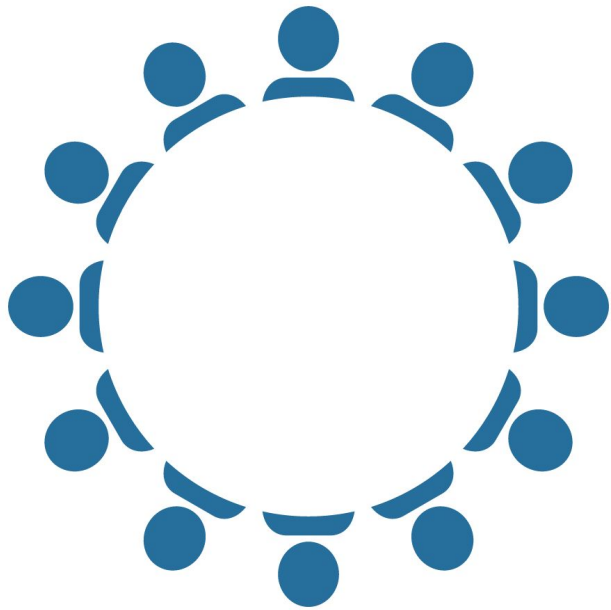
Option 1: November 4, 5-8pm CET

Option 2: November 5, 3-6pm CET

In this session, we will invite your stories about working with Genuine Contact and being a part of our international Genuine Contact Organization. Whether you are new to Genuine Contact or have been developing mastery in the Genuine Contact way of working for a long time, odds are you have a story to share. These stories help to make up the fabric of our organization and this session will give us the opportunity to share them and build them into the collective memory of our organization.



Part 4: Open Space Technology



Option 1: November 12, 3-6pm CET

Option 2: November 13, 9am-12pm CET

In this session, you will be invited into conversations that explore issues and opportunities for the future of Genuine Contact and our international Genuine Contact Organization. You'll be invited to post topics you are passionate about (though there is no requirement to post a topic) and to participate in conversations that interest you about our future possibilities.



Part 5: Data Creation - Strategic Plan Update



Starting November 17 at 10 am CET

Using all of the inputs generated during the process up to now, the Strategic Plan Refresh Team will refresh the Strategic Plan and the Operating Matrix.

Participants of the process are welcome to join us!

Estimated Next Steps: Presenting the draft document at the December 8 GCO Monthly Meeting for feedback. Decision making at the January 12 GCO Monthly Meeting.

Part 6: Implementation - working together over the coming years

Starting Now :-)

Great ideas will emerge from this process. If you're passionate to move ideas into action - get started!

Once approved, the refreshed operating matrix will include some details about how we move forward together including tracking progress and signs of future success to look out for.



Hopes & Fears for the entire process



Hopes & Fears

Hope Energy boost leads us to finding good form/structures that are just right for where we are now. To use our resources

Energy boost for us all and our organization!

Process to create more awareness both in terms of after the plan, and in doing it that it will encourage awareness in our greater community people may want to join process.

Process provides us with ways to move forward

And people feel motivated to take leadership and action in implementation

Hope be finished in 90 days, fear it will stretch out.

Hope to keep simple, and easy to communicate.

Hope people will learn how to use this tools in practise by following our process.

Hope that time limit becomes creativity and energy boost and helps making decisions

Much learning for everyone involved. Benefits will grow from us learning deeper.

Walk our talk and have a life nurturing process w/o avoiding difficult themes.

Hopes & Fears

May run out of energy because of the speed.

Not having the courage to speak about the elephants in the room

That we don't keep engagement and inspiration from many, throughout the process including implementation

FEARS

That we forget to pace ourselves in the implementation and forget to respect our learning process as we move forward and the hope is we remember that a different pace may be needed for implementation

Going too fast and not noticing enough.

Hopes & Fears

Hopes

- Bringing in new members and moving forward
- Experience GC strategic planning in an online environment (Eric too!)
- What went well in the previous plan and what not? Did we make any mid course changes while implementing the plan. (Eric too!)
- Learning by doing how to create a GC strategic plan
- Have fun together

Fear

- Will be overwhelming for those who are not familiar with the existing plan
- To take part in all the parts because of different timezones and traveling.
- Taking sessions one at a time depending upon my sleep patterns.

Hopes & Fears

H: cycle up the mont Ventoux without crashing, lack of oxygen (Tour the GC)

H: meet new people and feel connection despite of online meetings

H: have a bit of fun

H; hands on, clear time line during the process

H: simplicity shines through in the creation of te GC SP - with the primary colours

H: it is a refreshing exercise, wind in our back

H: Learn to operate qiqichat-machine.

H: Be in harmony with qiqocha

H: That I can contribute also from my heart, not only logic

F: Medium we're using, I like a bit paper on the floor and be active instead of seated.

F: tool don't distract from the ideas, the process.

Hopes & Fears

H: Have a robust refresh at the end of the process.

H: People involved in leading it stay in balance and don't get exhausted

H: Keep the **balance** between going forward and still being able to deal with the issues that come up

H: That we (continue) to reach and attract a large group of people to the process.

H: Able to create this Open Space like in card for all the energy keep it open not closing too early.

H: That by doing this it will become even clearer what GCO is and and will find as yet unknown aspects of this way of working in its wholeness

F: Losing curiosity which as a hope, is having the curiosity during the whole process so we keep exploring the meaning of the words we are talking about.

H: Clarity in the meaning of important subjects (different cultures)

What do you need for this process to feel successful?



What is needed for you to feel the process is successful

Clear steps taking us from where we are now to understanding where we are going - what needs to be done next

Paying attention to language differences and accoustics

Balance between my own work, my life and my engagement in this process.

High energy in the meetings/engaged participants

That it will have a concrete and powerful outcome

What is needed for process to feel successful

Transparency

Sticking to the schedule

One or all of these three - New learning, contribution/idea that has been included in the plan and some action point to be acted upon when the plan is to be implemented.

Why now starting the process? Why not in 2 years? → Background information needed for me as a newcomer

If I see the application of the GC and WPPF tools and processes for a strategic plan

Enough reflection time to stay in the process

What is needed for process to feel successful

That we continue to walk our talk even when it becomes difficult.

Stay aware of GC with myself and with the organization and have ways to express if I am feeling out of alignment...not that it has to change but there is space for expression.

That we have a clear simple plan that we can implement

Good communication in between the steps that helps me stay connected

In the past I notice I may have said that I need to have trust in the process but right now I feel that I have that and that being in GC with myself will help me stay in trust and that is enough.

Reflections: Needs for this process to be successful

- How much care and consideration this community has for everyone and the process.
- Feeling excited, calm, and confident
- Great learning from the past. And, it's important to remember that this is not what we're doing now, that we're doing something totally new.
- Diversity of our experience. How much we can learn from one another.
- Accountability: task assignments and periodic review on progress and modifications
- Trust in the process. Trust in the team that is leading it. Trust in the community. Trust in potential of GC, from lived experience.
- Have a high awareness of how we can include everyone as good as possible/language/background info etc etc
- Noticing all the trust expressed in a lot of hopes and so few fears. Hope this is correct and not my assumptions.
- View from the outside from people who are quite new at GC
- Strategic plan Team should be involved right from the beginning to avoid the “not invented-here-syndrome”
-
-

What is needed for process to feel successful

Joy and open space for thoughts that is not yet finished, that need dialogue to get better.

The guidance of the better skilled/ experienced members to be on track.

In order to be successful there must be stamina build in the process, on the outputs and in balance of understanding being kind to ourselves, not moving forward faster than we are able, strategic plan can get in your head, and in my head everything can happen and I set unrealistic expectations and lose sight of progress.

Clear communication. Simplicity. That I feel attracted to the outcome to move forward.

Playfulness and room for creativity, co creation in the process. Internet keep working.

What is needed for process to feel successful

-If I have a feeling of belonging to the GC community , that I can decide if I belong here or not (as a newcomer). I don't have a platform for open space and meeting facilitation. Platform: inspiration, discuss development, exchange experiences

-Involved at start of GC trainings (2007). Now space has opened up in my live to participate: jump in with the official group again, with the collective. I know I have a seat from before. Maybe it's about reconnecting with people from NZ (GC trainers): recreating NZ platform.

-I'm in the middle: success if there's a clear picture how to go about with the hubs and the GCO, make each other stronger.

Reflections: Needs for this process to be successful

Aha : important in this process to have different ways to voice my thoughts, more opportunities, giving me time to reflect

Different ways communication, communication is important

Joy, playfulness and simplicity are coming up and is important to bring further

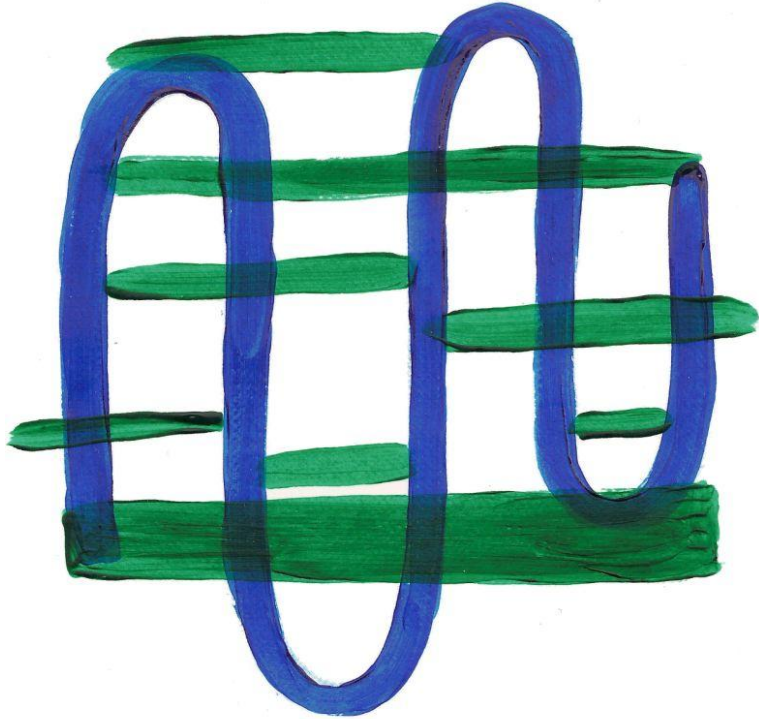
In need to be a common process, a place to connect with each other, and myself so the hole can grow

Have a room and space to tell our needs, give possibility to feel safe, connected, bringing the whole person

The word spirit comes to mind - not sure - acknowledgement of spirit

Attracted me - bigger picture - hope and need outcome that this contribute in a positive way in community and planet/ hole galaxy. (life nurturing)

Exploring the Strategy Focused Organization



- What is a strategy focused organization?
- What are behaviours of individuals within a strategy focused organization?
- What are the benefits of the organization in investing in being a strategy focused organization, if any?
- Would you like to work in the organization that you have described, achieving the benefits you listed?
- Do you experience such an organization in our international Genuine Contact Organization?

Exploring the Strategy Focused Organization (1 of 3)

What is a strategy focused organization?

- The whole potential of the individual is welcome
- Takes the whole organization together, don't work in silo's
- The strategy follows the beliefs of the GCO; everything is involved
- Close relationship to their goals and resources
- Having clear and embodied leadership values
- Clear vision of how success will look like
- Consciousness about the right methods
- Everybody feel sense of alignment or belonging / sense of ownership

Exploring the Strategy Focused Organization (2 of 3)

What are behaviours of individuals within a strategy focused organization?

- People feel very secure
- People know what the agreed actions are, and are motivated to do them
- People feel free to speak up, comfortable speaking their views without being judged or without any bias from leadership.
- People are more loyal and take leadership for the organization and themselves.



Exploring the Strategy Focused Organization (3 of 3)

What are the benefits of the organization in investing in being a strategy focused organization, if any?

- Plans and actions are implemented as they are agreeded on
- More resilient organization
- People more confident taking actions

Would you like to work in the organization that you have described, achieving the benefits you listed?

- Yes

Do you experience such an organization in our international Genuine Contact Organization?

- Yes

Exploring the Strategy Focused Organization (1 of 2)

What is a strategy focused organization?

- All activities and actions are aligned to the direction we are heading
- Everybody knows that there is a strategy - is referred to and invites participation
- Strategy Is alive
- Ownership throughout the organization

What are behaviours of individuals within a strategy focused organization?

- Energized individuals
- Individuals use the strategy when making decisions and actions
- People talk about the strategy - are aware of it in daily life
- People are empowered to take initiatives because they know both the limits and the goals
- Trust within the organization within the organization between individuals because if something is done we can see where it fits within the strategy.

Exploring the Strategy Focused Organization (2 of 2)

What are the benefits of the organization in investing in being a strategy focused organization, if any?

- It creates a relaxation, resting on the decisions made. Can track back to the strategy. (relaxing to the action)
- People feel empowered and can contribute/take leadership
- High impact - increased and sustainable prosperity
- Because there is a common focus it is easier to reach your goals.

Would you like to work in the organization that you have described, achieving the benefits you listed?

- Yes

Do you experience such an organization in our international Genuine Contact Organization?

- **We are on our way**, and lots can be improved. Like more people knowing about it.
- Can improve how we individually keep it alive and keep it close.
- Commitment to do this it's a learning curve that we're committed to and still building capacity.
- We can use the strategy map more consciously as we continue to learn

Exploring the Strategy Focused Organization (1 of 2)

What is a strategy focused organization?

- Know where we have been, where we are and where we want to go (generally)
- Reminded of Organization Health and Balance questions
- Navigation - a general destination,

What are behaviours of individuals within a strategy focused organization?

- How do we choose to work together , come back when we get off course
- Life enhancing, recognizing value of diversity and diverse perspectives
- Understanding a holistic approach to working with GC
- Resilience
- Trust

Exploring the Strategy Focused Organization (2 of 2)

What are the benefits of the organization in investing in being a strategy focused organization, if any?

- Reach your destination/ your vision, without anyone falling overboard or the ship sinking

Would you like to work in the organization that you have described, achieving the benefits you listed?

- Sure, if I like the destination and the crew onboard

Do you experience such an organization in our international Genuine Contact Organization?

- So far, so good.

Exploring the Strategy Focused Organization (1 of 2)

What is a strategy focused organization?

- An organization that has a strategic plan and follows it. Implements it.
- Working on the goals on a daily basis
- The word strategy brings to mind the military, focused on winning a game or a war.

What are behaviours of individuals within a strategy focused organization?

- They depend on the purposes
- **Aligned** with strategy
- The heart and mind are connected. You can be there with your whole person.
- In a GC Strategy focused org.

Exploring the Strategy Focused Organization (2 of 2)

What are the benefits of the organization in investing in being a strategy focused organization, if any?

- That it fulfills its goals.
- You work on your purpose
- You can feel the time is right to do certain things- You execute things when the time is right. There's no need to push

Would you like to work in the organization that you have described, achieving the benefits you listed?

- YEs

Do you experience such an organization in our international Genuine Contact Organization?

- Yes

Exploring the Strategy Focused Organization (1 of 2)

What is a strategy focused organization?

- Threads open
- Acknowledge the unknown
- A shared desire and strategy helps put it in form
- Bring light into our pathway like sunrise and brings it lights up and expands have light shining on what we do.
- People are engaged in it.

What are behaviours of individuals within a strategy focused organization?

- NOT sitting in a room separated from others
- Like a murmuration of birds
- People make choices because I know what choices because there is a clear guideline
- Clarifies our alignment

Exploring the Strategy Focused Organization (2 of 2)

What are the benefits of the organization in investing in being a strategy focused organization, if any?

- It has a purpose The activities of the participants are aligned with the organizations purpose
- Relax into the strategy so you can be open for surprises
- Can deal with surprises because we have this purpose and make choices about them.
- Intangible visible to the outside Drawing forth from essence of the organization and the energy that is emerging from that

Would you like to work in the organization that you have described, achieving the benefits you listed?

- Yes

Do you experience such an organization in our international Genuine Contact Organization?

- Yes , I think so but don't know need more experience of the organization and need to investigate

Orientation to the Strategic Plan Refresh

Welcome to the circle!

Please take a seat by adding your name or photo where you wish to be seated.

If you haven't already, join the video call by clicking the "join video for main space" button.



Urban



Anna Caroline

Helen



Mariëlle



Elisabeth



Ann-Heidi

Annelou



Doris





Thank you!

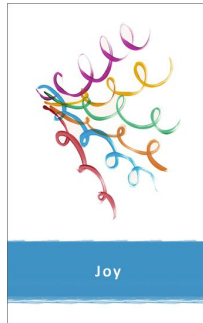
Orientation to the Strategic Plan Refresh

Welcome to the circle!

Please take a seat by adding your name or photo where you wish to be seated.

If you haven't already, join the video call by clicking the "join video for main space" button.

1st Meeting





Thank you!