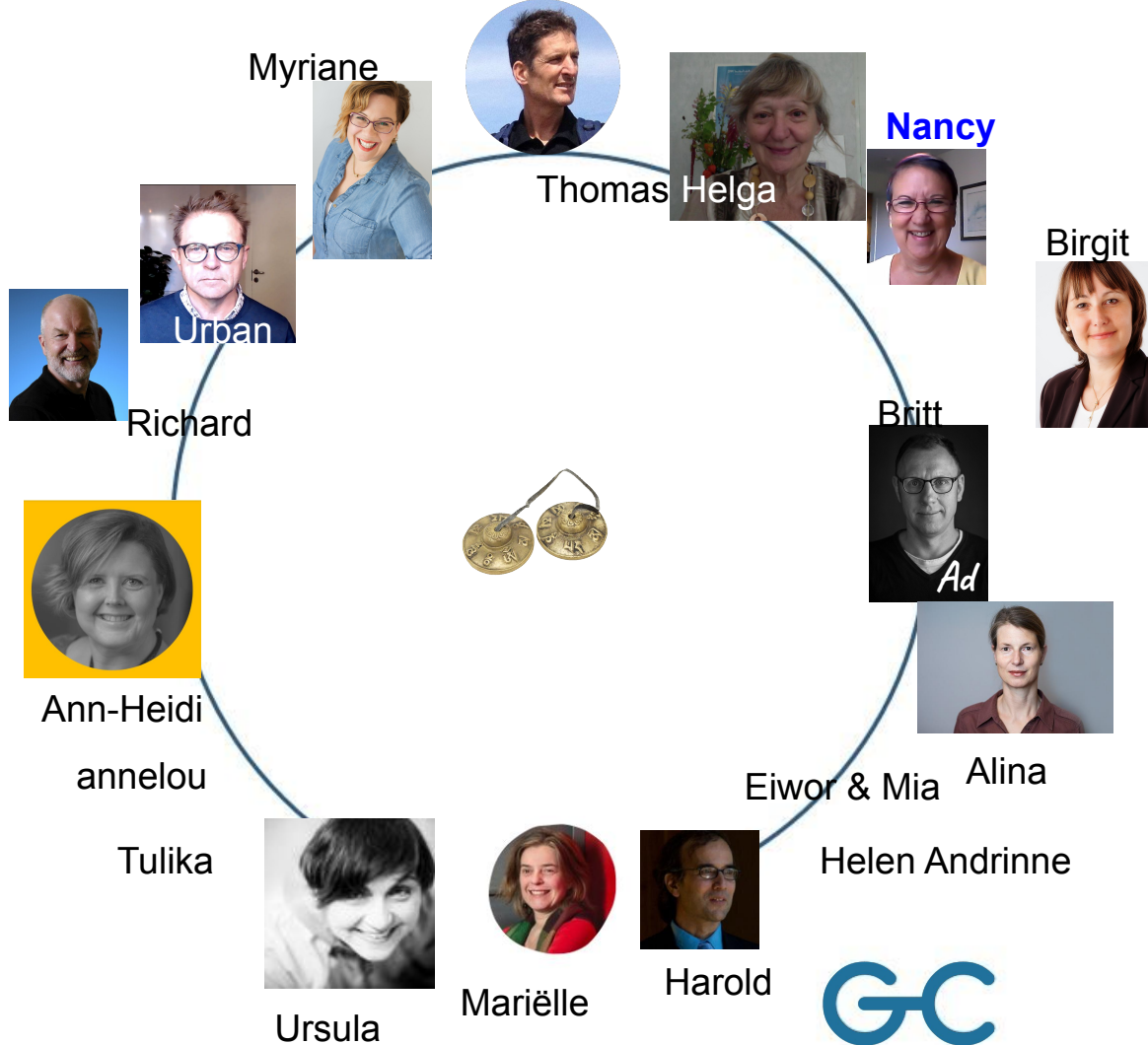


Organizational Health and Balance Assessment

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.



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

Agenda

Introduction

“Morning” circle

Agenda

Organizational Health & Balance Assessment

1. MWT
2. Grief Cycle Diagram
3. Life nurturing/life depleting
4. Deep Essence
5. Organizational Life Cycle

“Evening” Circle



Where are we strong?

Put one number in each of the aspects in the table: Purpose, Leadership, Vision, Community and Management (1 is weak, 5 is strong).



Purpose

Is the purpose of the organization clear, clearly communicated and commonly understood?

Leadership

Is leadership leading? Is the Program Director, the LMT and the Co-Owners leading through clear policies, values and vision? Is the leadership courageous and inspiring?

Vision

Is the vision about what is on the horizon for the organization? Is it clear and focused? Is it inspiring? Is it clearly articulated and understood?

Community

Does the organization work together with others in the community? Does the organization have the nutrient environment that enables good communication, high morale, for the purpose to be fulfilled?

Management

Is it providing the resources required to get the job done? Is it removing barriers to getting the job done?



Where are we strong?

Put a textbox with one number in each of the aspects in the table:

Purpose, Leadership, Vision, Community and Management (1 is weak, 5 is strong).

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What is your interpretation of the MWT assessment?

We need some clarification of the vision together with new and clear goals and objectives to focus on

We also need more resources to be able to work with different projects to achieve the vision

Missing a clear purpose and vision summary for internal use, that is easy to find and understand

The weak point is the vision and it needs to be worked on

There is also no 5 in the purpose although its stronger

The essence of GC is clear, but the purpose needs to be better defined / communicated / more clear

Weak to me is Purpose and Vision: 2 ->Here, I need more explanation

I gave a 3 for purpose, but that is mostly because I have not found my own alignment and purpose with this point.

I gave a 5 to management and a compliment to the Director Rachel, things have totally cleared up there.

Purpose: We have a purpose but it appears not to be well communicated?

Existing Purpose, Vision, Leadership, Community, Management - is written different from experience?

What is your interpretation of the MWT assessment?

For me it reflects the transition that we are in after implementing the membership model and all the work that many of us have undertaken..

Community - need to define what it means to be in this community, and how GC represents itself with the other communities of practice.

Clarification or more transparency about the vision,

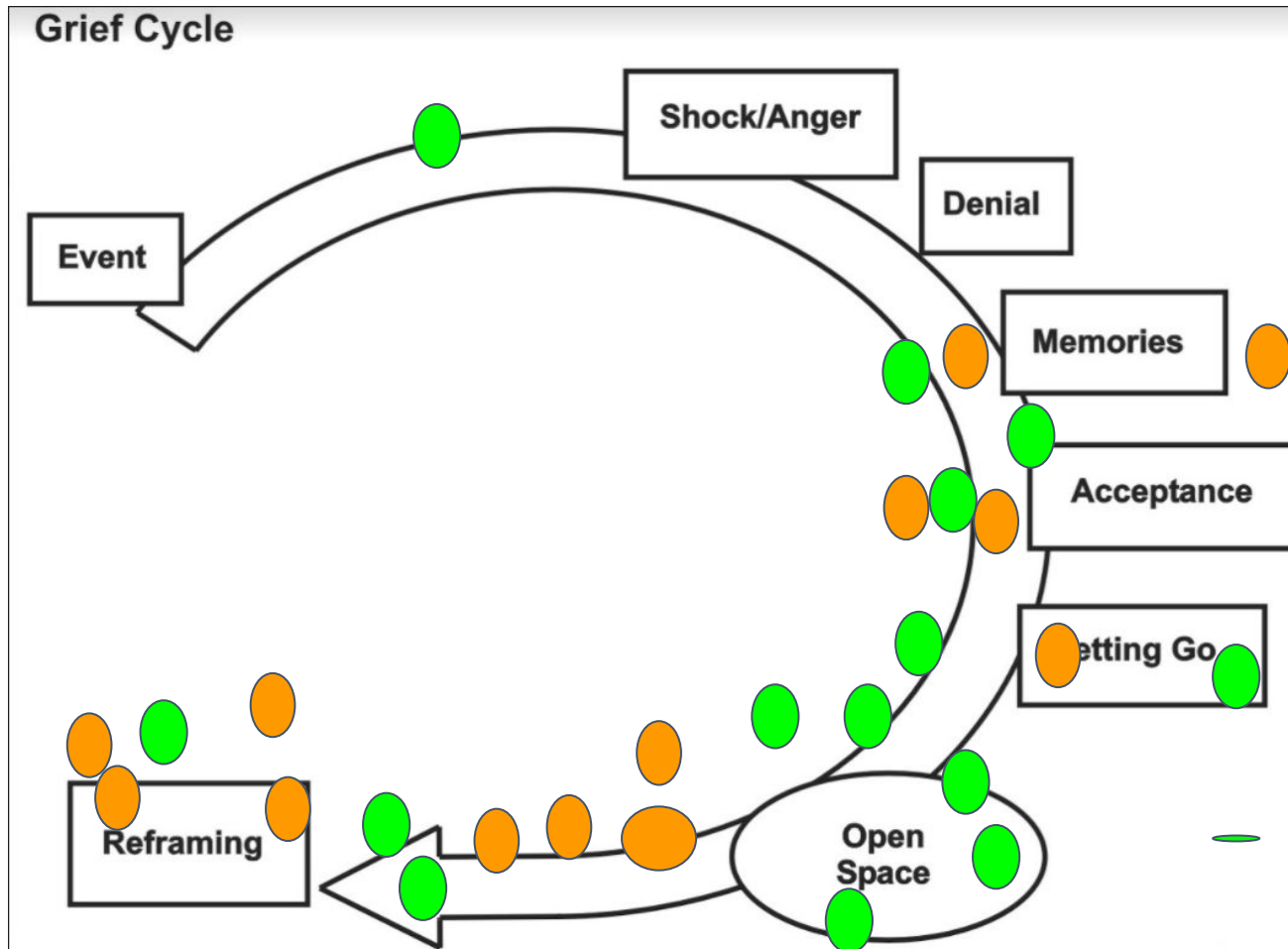
Leadership is really great

Strong community,

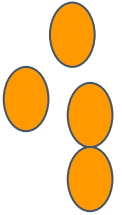
management is very different valued maybe it needs more support by the community

Management - from an external perspective, the messaging is a little confusing, Who is Genuine Contact ? How can GC help me ?

Grief Cycle



Where do you see the GCO? (place one dot)



Where do you see yourself? (place one dot)



What do you notice from the Grief cycle?

Not surprised that the consensus was centered on Open Space

INteresting to see the range of where individuals were. Felt a little envy where others are

Are the clouds gonna despair so the blue sky and sun shines through. How is it going to form to bring in the future. Exciting to see.

Noticed that the people and the organization follow each other quite well. Most of us are on the 2nd half of the cycle. Maybe we will start on a new cycle after this diagnosis. Is really everyone in the org so far ahead or are there others that are on memories still.

Seems to be time for new ways. Surprised about one green dot, worried. Important to understand. Time for the next evolutionary step of the org. You can feel it - so much energy/movement.

This looks good for what we are going to go. Not sure where I am. Things happen in my own life.

My feeling the org is in letting go. Very good, have to let the past go. I am open to everything, learn and contribute.

Org in reframing process. Concerned about those that are lost in the momentum that we are. OK that we are on different places - need to put attention.

Open Space means openness but can also mean total confusion. Good to stay for a long time - to reframe and focus. The org has left behind anger/denial and went on.



What do you notice from the Grief cycle?

Put myself in the open space - more confusion question mark. Don't know what's gonna happen next

Just joined a year ago, heard a lot. Hear about the energy that is build to make a great org.

Dots on reframing - feel the energy there. On admin, tech and many levels.

My dot in Open SPace - still learning a lot. Excited to reframe

It's good to enter an org when its not focused/stuck on memories. Would have been terrible - would feel like an outsider as I am new. I also noticed the reflection - to have the courage to stay in confusion long enough to get the work done. Almost gets done by itself.

"I am the green dot". Coming back with so many new people, used to be connected. A bit of chock how disconnected I am. Then when I go to memories, I go back to shock again... Just noticing the 20 yrs of being around.

Put myself on acceptance, I am pretty new. When I entered I had the impression that it was a big org already. And then finding out that so much great stuff by so few people. Getting engaged myself. Shifted many of the images in my head. Hard to understand it - all the potential. We are here, now. The grass don't grow faster when you try to pull it up. Good enough to be where we are.

I can see the shift in the org. One foot from shifting from network to membership org, we are picking up, things are going quickly. Some left behind, some new step in. Tip-toe dancing



What do you notice from the Grief cycle?

My first experience with GC was the 20 year anniversary, many shared memories, achievements and new ideas. The org is moving, on the edge of reframing.

Sponge, open to contribute, take it all in and learn. Also confusing. Open and curious.

I was in open space - the org welcomed me in open space

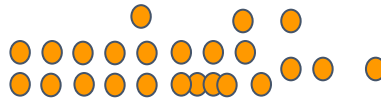
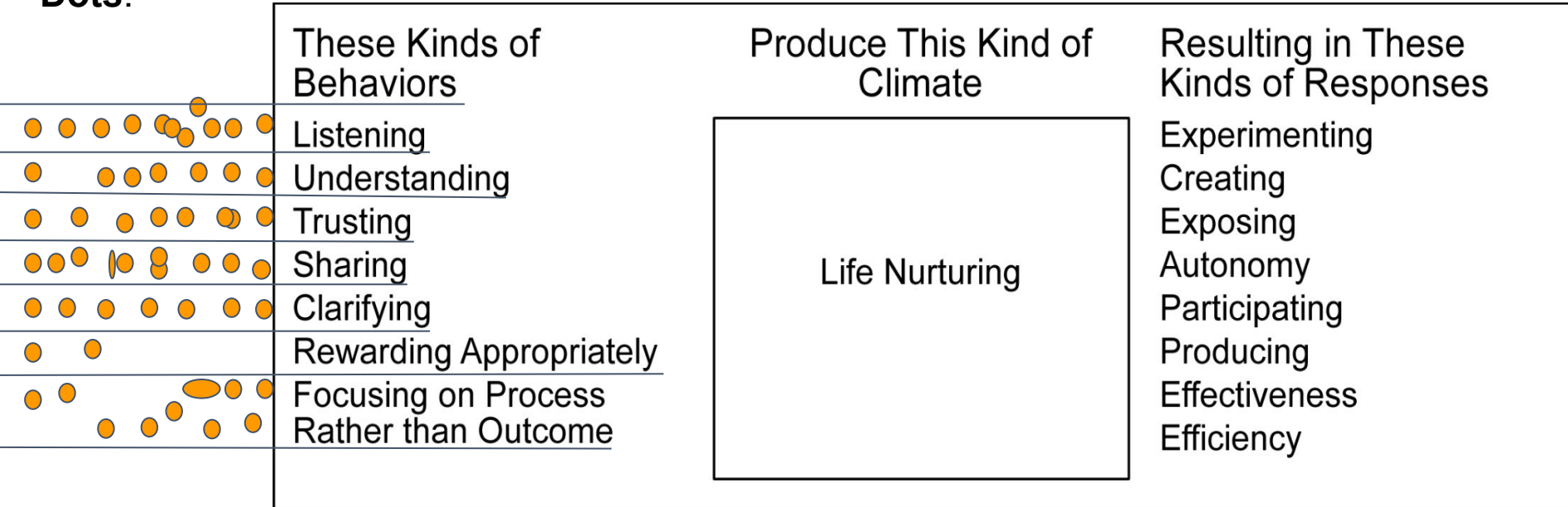
The org moved towards reframing. Openness, solutions, on ground implementation that I have witnessed in our org - map with the International GCO energy shift - aligned. Part of the flow

Dot for org - taking a step to become more open for the reframing. Harder for myself, different aspects - I feel in many places. Noticed that the most brown color is ahead of the green color. The org is more in the front than the members.



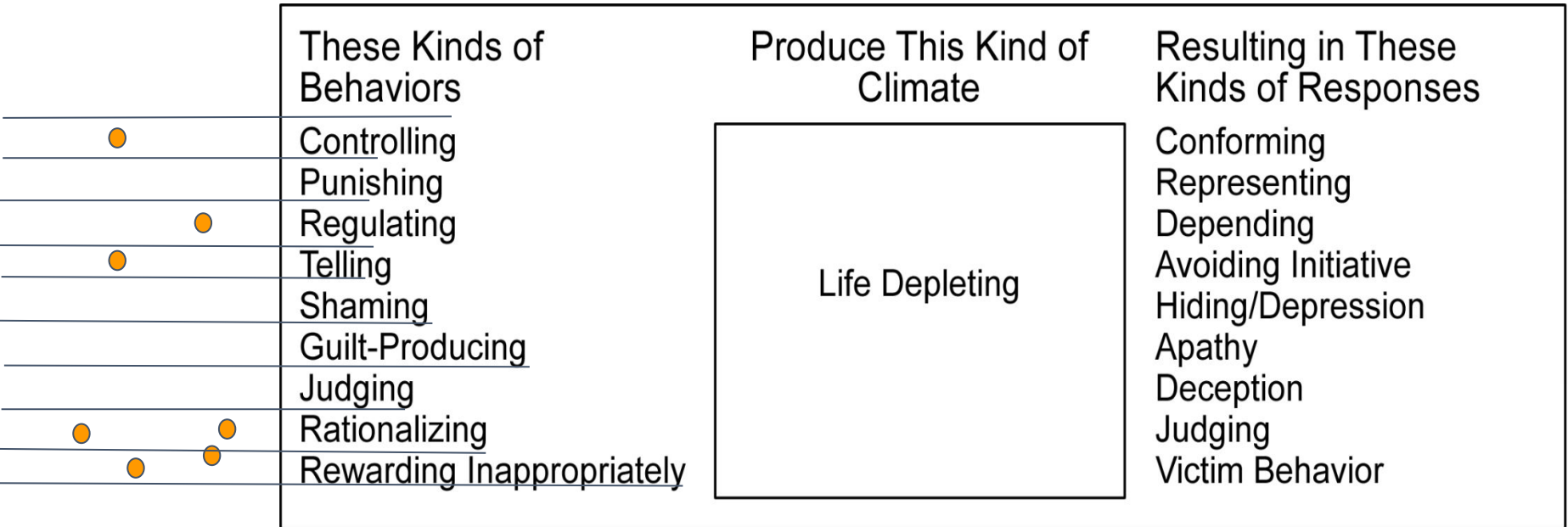
What behaviors do you see in our organization?

Dots:



What behaviors do you see in our organization?

Dots:



Harvesting from 'dotting' (life nurturing/depleting)

GC is one of the most life nurturing organization I have been a part of. We are constantly checking ourselves to ensure the best environment for participants.

So much support and love in this community.

Friendliness - generosity - life nurturing climate, can it be true or does the values and cultural standards cover things up in a way there it is too hard to address disagreements? I think the answer is that it is true, and if I am right that is great

A (psychologically) safe environment is created

It is such a life nurturing culture in the organisation

The result is amazing and how come it is this way? Is it because it's basically a network organisation ?

I learned and still learn a lot about clarifying and also clarifying questions which sometimes are even more worthwhile to get to the underlying stories.

I feel overwhelmed that all the members have the same positive experience. I feel safe and at the right pace.

Openminded, friendly, present, wanting to share experiences, and great acceptance atmosphere.

Most life nurturing organization ever! It has brought so much healing in my life, as well as my organization



Harvesting from 'dotting' (life nurturing/depleting)

There is a lot of sharing and collaborating withing GC, from food to knowledge, to trusting, experimenting and finding new solutions and insights.

very nurturing, open, supportive, human, simultaneously on content and relationship level

Appreciative of a place where I can look at what is not being paid attention to (without blame or judgment)

There is a balance where relationships and human emotions are included



Stories

GC is a useful approach in a very practical way in businesses

Used to form communities in a peace process where 3 cities signed a contract about peace

Allowed people to come and go in their own time

Great way to invite different voices into the room, structure to allow people to have a voice

Important to take care of each person's personality regardless of where they come from or what they are, everyone is important and has something important to share, this is part of GC

People are seen as equal

About the GCO-Positive energies- shift from the earlier energies, with new people joining in

For genuine conversations & long-term relationships; for trust building, increased confidence and conviction in the proposition; human-to-human connections as against hiding behind titles



Stories

People from so many countries in the community

Something is different: the values are very attractive; behavior: it is safe here

Done the train the trainer in one year - the support that Birgitt has given to build GC trainers

Stories of service

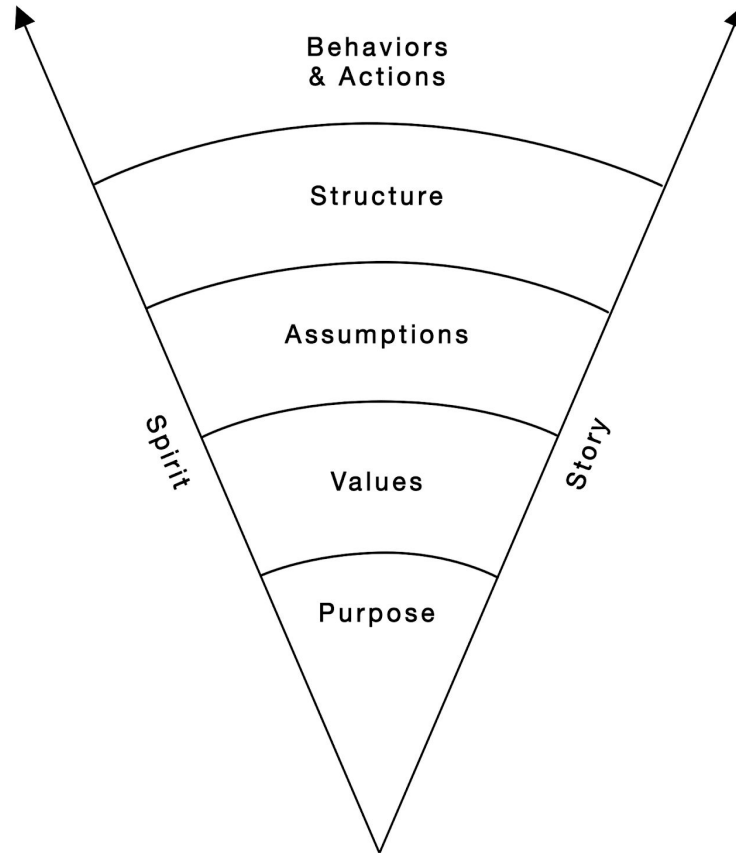
German speaking community - storytelling to GC for the 20th birthday celebration : So many stories about Birgitt and how encouraging she is, simple wisdom

Someone who works in HR in a big company, a colleague was dying of cancer, they invited all the department for storytelling to support this colleague

WPPF trainings in Birgitt's house when it started, no furniture or much room, but Birgitt still opened her house and heart to everyone for a full week WPPF training



Deep Essence Diagram



What do these stories tell about:

...the values in our organization?

Human friendly

Generous

Creative

Change is constant, as is grief - a process to become friend with it

Trust in the process and each others commitment

Health and balance of person and organisation

People are precious

Maximum freedom, maximum choice

Service

Care

Inclusion

...the spirit of our organization?

Welcoming spirit

Gentle feel

Love has many faces - and in GC you see and feel them all

Attend as you are, and showing up is valuable

Collective wisdom

Support as much as possible for everybody who is really connected with GC

Consciousness for potential and encouraging

Uplifting
forgiving



What do these stories tell about:

...the values in our organization?

- Values Live the way of spirit
- Show up
Be present
Tell the truth
Let go of attachment to outcome
- Truth without blame and judgement
Allowing/ enabling- whatever happens,
open to outcomes
- Balance content and relationships
- Valuing the small things as well as the big ones, such as food - no GC meeting without someone eating. Also seeing food as a great connector
- Allowance for mistakes

...the spirit of our organization?

- Welcoming
- Non-judgemental
- Caring for all needs, spiritual as well as physical, mental, emotional

Hope-filled

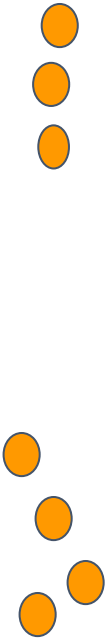
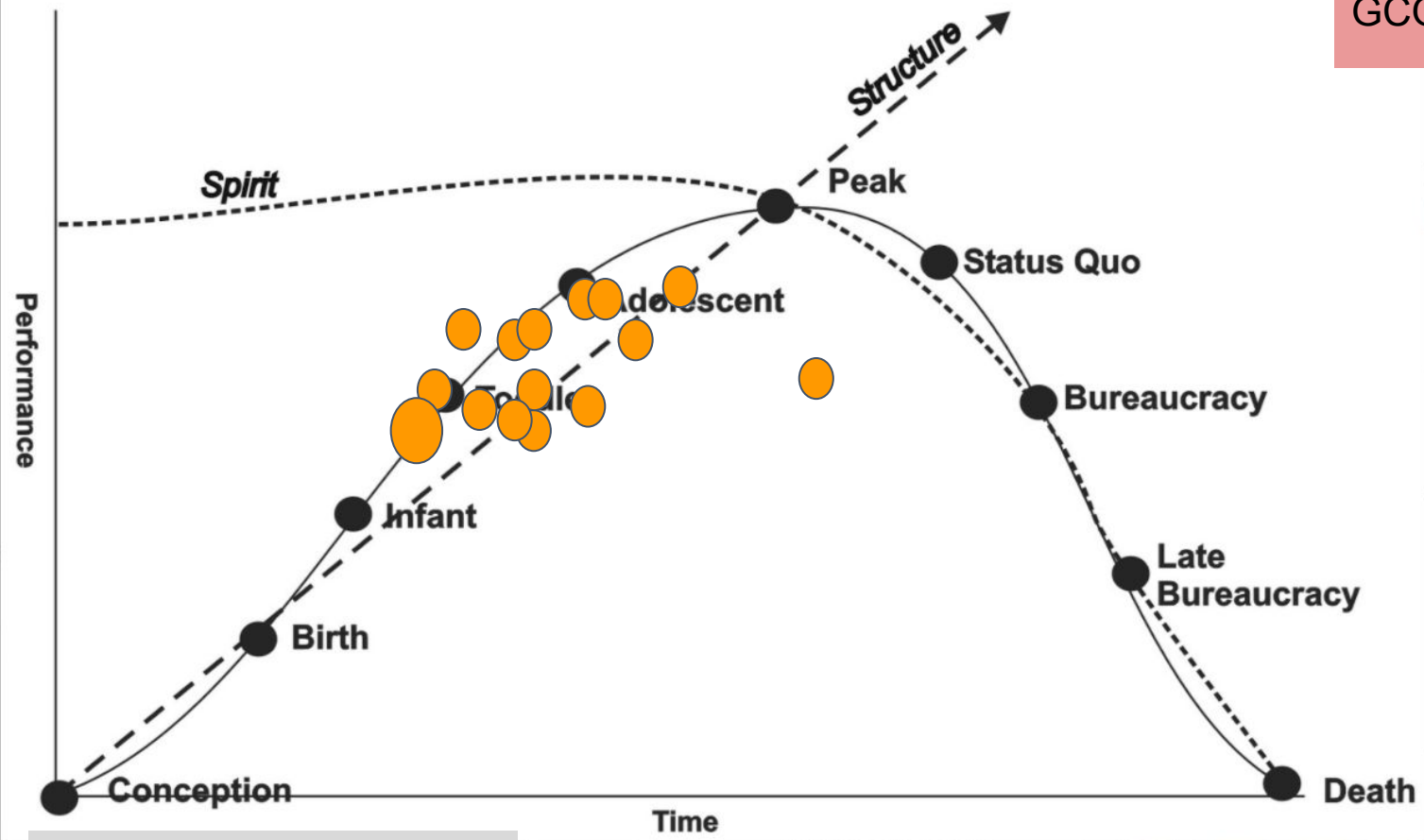
Celebrating diversity and uniqueness and commonality

Allowing to be and not only do do

- Nurturing
- caring

Where do you see the GCO? (place one dot)

Organizational Lifecycle



Harvesting from Organizational Life cycle diagram

We were close to death in 2017, which probably shows in the diagnosis done then and now we have jumpstarted a new curve upwards and quickly moved upwards

I was a bit worried when I saw and heard all the halleluja moments. How does this organisation handle conflicts but now when I saw the dots I can better understand the placements of the dots.

We are starting to grow from child to adult, and i think we are entering the teenage years or confirmation. Lot of energy, belief in the future, but arms and legs not under full control. Having a lot of potential, not knowing exactly where to go.

Happily this is a circular model, so young people or 'newbe's' restart the organisation on a way through its different crises.

Interesting to see how all the toddlers and adolescents will come together to create the way forward so everyone will flourish in this organisation

The spirit is high

Structure is still growing: It needs still a little bit more supporting structure

Appropriate structure supports growth - status quo does not need to lead to death

Openness seems to be the secret of GC not to go to death