

Regenesis Co-Learning Network Developmental Engagement Fishbowls

Welcome! We are looking forward to working with you in these sessions.

As an introduction, and in preparation for our work you will find below a brief overview of how we will be working together. As further preparation, you will find posted on your dashboard a questionnaire that will provide faculty and your fellow 'fishbowlers' the information we need about the engagement process you'd like to work with during the sessions. Please fill it out by the beginning of next week so we have time to review before our first session.

How we will be working:

- How a fishbowl works in these sessions: The faculty resource for the session and a volunteer engage in a dialogue about the engagement process or event the volunteer is working on, while the rest of the cohort listens, followed by a secondary dialogue about what emerged from the fishbowl with the whole cohort.
- What to expect during each session: We begin each session with a 'wake-up' exercise to bring us all present. There will be two fishbowl dialogues with two different work topics over the course of the two hours, each followed by a dialogue among the whole cohort. We will finish with a reflection on the session as a whole. The fishbowl subjects will be selected in advance by the faculty from the completed questionnaires. Given the small size of the cohorts, we expect to explore everyone's work topic in a fishbowl at least once over the course of the 4 sessions as well as part of the secondary dialogues.
- Gaining the most value from fishbowls: Listening to someone else's fishbowl dialogue can be as or even more valuable than being in the fishbowl oneself...but it requires some work. Suggestions for realizing the full value from your participation include:
 - Staying present – i.e., being conscious of my own thinking – how I am processing the dialogue, and of how my state is affecting that
 - Looking behind the dialogue questions and answers to the nature of thinking that is producing them and why.
 - Holding my own work focus and questions in mind as I listen to the dialogue
- Finally, the theme of this fishbowl track is *Developmental* Engagement — here are a few reminders about what 'development' means in our work:

- Deals with the world of potential—our *being* and our *will*, versus the world of function.
- The end state of development envisions increasing effectiveness for all stakeholders (e.g., customers/users, owners, employees, community, ecosystem) through seeing the potential that exists within an entity or activity and then bringing it into being as a source of higher order value or value-generating capability.
- The aim associated with that end state focuses on growing the capacity to contribute increasing value to, and gaining greater potential from, the whole of the value-adding process through growing the quality of our thinking processes and our being, and our effectiveness as teams and organizations.
- All development requires going beyond current boundaries; it is sustained when it is intrinsically motivated from the desire to realize one's own essence character through contributing increased value to the needs of others and to larger wholes/systems.