

TTN Certification Design Task Team
August 10, 2010 Meeting
2:30pm CDT - 4:30pm CDT

Participants: Dennis Jennings, Molly Shaw, Judy Weddle, Jane Stallman, and in time for the closing conversation, George Packard. Missing the meeting were Lynda Lieberman Baker & Jim Wiegel. Virtual facilitation led by Mary Flanagan, with technical support, note taking & partnership from Linda Alton, on site coaching backup from Catherine Tornbom, and training & design support from Ester Mae Cox.

Come to agreement on framing of the task:

- What do we mean by design in the ToP context?
- What are the standards to assess?
- How do we train people to do it?

Important for us to keep informed of what other ICAs and other certifying organizations have done in this arena, go to other places get info on designing how to do this....

Our recommendations will be considered in January for implementation for future cohorts. It is possible we will uncover minor clarifications that can be helpful to those preparing for the January assessment event, but must be mindful of not changing the rules midstream.

We also recognize that any changes to the competencies we might recommend will need to be vetted by our international colleagues and considered for inclusion.

Establish a plan/schedule/process for getting the work done:

- Gather & share info on how others define design and what standards they use. Email/interview int'l colleagues - get standards for design out so we can share - **Jane take lead contacting international colleagues**, Sunny good resource - **Judy Weddle will contact Sunny** (see notes from Judy on this conversation at end of minutes)
- Focus on 'what is ToP design' - How define? (reach out to those doing certification- vs. practitioners)-- Small team to put together a recommendation, a preliminary definition - (Design in the ToP context)
 - i.e. Demonstrate the ability to define a full session (facilitated) which includes the use of one or more ToP methods integrating them in seamlessly to the work of the group.
 - i.e. facilitators sitting with clients - - responding, clarity on RA and EA-
 - i.e. sometimes the methods are the spice, sometimes they are the major ingredient of the meal! **Linda will engage MN group to get their preliminary thoughts on this.**
- Create space on group site for design discussion and materials to be shared. **Mary will take lead on this.**

Select our next meeting time: Monday, September 20, 2010, 3:30pm CDT - 5:30pm CDT

Interview and Exchange with Sunny Walker

Key Questions:

What is ToP Design?

What are the core competencies?

Sunny and Jean Watts created a two day course on design. It reviews the ORID, Consensus Workshop, and visits the Gregorc Mind Styles. Takes participants through these things and gives participants time to create designs/be mentored.

Focus on self discovery and realizing that in groups there are those like them/not like them. Intentionally designing for a variety of participants and designing for a variety of learning styles. (This course is one of the several options out there for teaching ToP Design)

Behaviors to See

Spirit practice. How will spirit practice show up in your design? Spirit practice is the key.

What are ways of getting yourself centered? To remove the mental clutter? To become grounded? To be present with the group - stay centered in your heart. To help the group do the same?

It is what facilitators need to be successful. It is nearly impossible to measure the capacity in the facilitator. It is a life stance, but it shows up. You see it when it is there. It is obviously missing when it is not there.

It may show up in not trusting the group. Design needs to reflect the ways in which one is trusting the group.

How do you learn it? Get up in front of groups and get beaten up a lot!

Or be on one's own spiritual journey - religion/formal spiritual practice, nature, personal journey, personal reflection, etc. I doesn't matter much how you get it - it is the deep belief that it is important to self and the group. Essentially, believing in the good in humans and in their capacities; believing in the good in the group and its capacities.

This may show up in a story - as in assessing the "the ethical dilemma." What is a demonstration of "spirit" in your facilitation work?" - something like that.

Ideas for assessing "Design"

1. Using the ToP technique to engage a client. What happened in the first client meeting?

What are the questions you asked the client? What information did you need to get?

What was the design based on the answers you received and WHY. What is the intention?

2. Perhaps ask them to write out the R.A and E.A. for each design piece.
3. Take a look at the IAF Section IV - competencies about managing client relationships and designing an event. Add a ToP applications to this/these competency (ies).
4. Using ToP with other applications - When is the ToP choice better and why?
Be able to articulate the difference between other approaches and ToP - why you selected ToP here or how have you integrated it?
5. Point up where in their design they addressed learning style differences that exist in the group?

Basic Components to Have

Spirit Component - as a way of allowing space/time/opportunity to surface it. It may show up in some questions asked, in timing or in peripheral activities. It is a style thing but also more than that - it impacts design.

Knowing ORID framework well enough to use it as an underlying structure.

Using the ORID construct as a design pattern. Design an event and pull the ORID framework across.

1. How to get the needed Objective information in front of the group,
2. Planning some things throughout that builds trust, gets people comfortable with new things, and helps them be open to differing perceptions.
3. Interpretive - what could you do in this design and how did you decide?
4. Decisional - What will you be doing and why and what are the intended outcomes?

Stories to Tell about how their design skills have changed - morphed?

When you began facilitating what did you do to create the design(s) for facilitative events?

What do you do now?

What have you learned about designing a facilitation event that works for you?

Where do struggles remain?

What are you thinking about changing?

TTN Certification Task Team Report

Task Team Name	Certification Design Task Team
Team Members	Dennis Jennings, Molly Shaw, Jane Stallman, Mary Flanagan, Judy Weddle, George Packard, Lynda Lieberman Baker, Jim Wiegel
Objective -- how have you defined your task? What are you aiming for?	<p>Recommendations to strengthen & standardize assessment of competency in designing within the ToP context, for consideration at the January CTF assessors planning session in San Antonio TX.</p> <ul style="list-style-type: none"> • What do we mean by design in the ToP context? • What are the standards to assess? • How do we train people to do it?
Objective -- how do you plan to accomplish your task? Processes? Schedule? etc. . .	<p>September:</p> <ul style="list-style-type: none"> • Gather info on what others are doing to assess design standards • Set up space on group site to share what's out there • Begin preliminary discussion in MN regarding what "Design in the ToP context" might look like <p>Meet monthly via phone/virtual to continue the conversation & develop more milestones along the way</p>
Reflective -- What parts of this task seem to evoke the most energy from your task team? Any points of resistance?	<ul style="list-style-type: none"> • Determine now (or by January) whether we actually expect/want candidates to exhibit individual design -- how we discern how much leadership the candidate has taken in designing events • Looking for independent experience, independent design • concern about parameters of 'design', fear that this is 'advanced' for folks too soon... • where there is energy around various design tools, i.e. Image Shift, Data Dance, etc. let's not squelch!!!
Interpretive -- What do you anticipate will be the easiest issues to resolve? The most difficult?	<p>Further questions</p> <ul style="list-style-type: none"> • How to take the lead, have ownership of design...altho others have offered feedback, alternatives, etc. • Look at requirements on what is brought in with the portfolio...in full design mode...
Interpretive --what assistance or guidance would help your Task Team move forward?	

Decisional --

What does the Certification Team need to do to help this task team succeed?