



## LISTENING CIRCLE (approximately 50 minutes)

**(1) Case giver:** Share your personal aspiration and leadership challenge that is current, concrete, important; in which you are a key player, and gaining more insight now could make a big difference moving forward. Include your personal learning threshold (what you need to let go of and learn). You should be able to present the case in 12 minutes.

**(2) Supporters:** Listen deeply—do not try to “fix” the problem, but listen deeply to the case giver while also attending to the images, metaphors, feelings and gestures that the story evokes in you.

**(3) Time keeper:** Manage the time.

**(4) Reader:** Read the questions and suggestions before each new segment.

Step	Time	Activity
1	2 min	Select process guide and time keeper
2	12 min	<b>Intention statement by case giver</b> <i>Take a moment to reflect on your sense of calling. Then clarify these questions:</i> <ul style="list-style-type: none"><li>• Current situation: What key challenge or question are you up against?</li><li>• Stakeholders: How might others view this situation?</li><li>• Intention: What future are you trying to create?</li><li>• Learning threshold: What do you need to let go off – and what do you need to learn?</li><li>• Help: Where do you need input or help?</li></ul> <i>Supporters listen deeply and may ask clarifying questions (don't give advice!)</i>
3	3 min	<b>Stillness</b> <ul style="list-style-type: none"><li>• Listen to your heart: Connect with your heart to what you're hearing.</li><li>• Listen to what resonates: What images, metaphors, feelings and gestures come up for you that captures the essence of what you heard?</li></ul>
4	8 min	<b>Mirroring:</b> Images, Feelings, Gestures <ul style="list-style-type: none"><li>• Each supporter shares the images/metaphors, feelings and gestures that came up in the situation while listening to the case story.</li><li>• Having listened to all supporters, the case giver reflects back on what she heard.</li></ul>
5	17 min	<b>Generative dialogue</b> <ul style="list-style-type: none"><li>• All reflect on remarks by the case giver and move into a generative dialogue on how the observations can offer new perspectives on the case giver's situation and journey.</li><li>• Go with the flow of the dialogue. Build on each other's ideas. Stay in service of the case giver without pressure to fix or resolve his/her challenge.</li></ul>
6	6 min	<b>Closing remarks</b> <ul style="list-style-type: none"><li>• By supporters</li><li>• By case giver: How do I now see my situation and way forward?</li><li>• <b>Thanks &amp; acknowledgment:</b> An expression of appreciation to each other.</li></ul>
7	2 min	<b>Individual journaling to capture the learning points</b>