



HIVE Kickoff Retreat Agenda

Our Stories: Inspirations & Respirations
January 23-25, 2017

Preparation:

1. Bring a personally meaningful object (e.g. a photo, a poem, an art object, anything) that helps tell you the story of "*why you do what you do.*" Each person will share for 3 minutes.
2. Read the attached excerpt entitled "*Movement Network Leader Case Study: Eveline Shen*" from Management Assistance Group's Network Leader Innovation Lab. Please note we have taken sections from a larger document so you may notice it skips pages.

Retreat Location: The Solomon Episcopal Conference Center, 54296 Hwy 445, Loranger, LA 70446, 985.748.6634.

Retreat Goals:

- Build the **HIVE** community
- Reflect on individual and collective leadership journeys
- Deepen awareness of how oppression shapes who we are and how we view leadership



DAY 1: MONDAY, JANUARY 23RD

10:30a	Arrival
11:00a	Welcome, Overview, & Community Guidelines
12:00p	Celebratory Lunch
1:00p	The HIVE Program
1:50p	Community Builder
2:15p	Break
2:30p	Stories of Inspiration
4:00p	What makes a leader?
5:00p	Walk & Talk
5:30p	Closing Reflections
6:00p	Adjourn for Dinner



DAY 2: TUESDAY, JANUARY 24TH

8:00a	Breakfast
9:00a	Overview & Check-in
9:15a	Repro Leader Case Study
10:15a	Break
10:30a	Leadership Journeys
12:00p	Lunch
1:00p	Physical Activity
1:45p	The Cycle of Oppression
3:30p	Break
3:45p	A Developmental Strategy for Liberation
5:35p	Closing Reflections
6:00p	Adjourn for Dinner

Informal Community Time



Leadership Development Program

DAY 3: WEDNESDAY, JANUARY 25TH

8:00a	Breakfast
9:00a	Overview
9:15a	Check-in
10:15a	Break
10:30a	HIVE Strategy Studio
12:00p	Lunch
1:00p	Purpose & Values Reflection
2:00p	Break
2:15p	What's next?
3:00p	Closing Circle
3:30p	Adjourn



Fire by Judy Brown

What makes a fire burn
is space between the logs,
a breathing space.

Too much of a good thing,
too many logs
packed in too tight
can douse the flames
almost as surely
as a pail of water would.

So building fires
requires attention
to the spaces in between,
as much as to the wood.

When we are able to build
open spaces in the same way
we have learned
to pile on the logs,
then we can come to see how
it is fuel, and absence of the fuel
together, that make fire possible

We only need to lay a log
lightly from time to time.

A fire
grows
simply because the space is there,
with openings
in which the flame
that knows just how it wants to burn
can find its way.



CHARACTERISTICS OF A STORY

From *Storytelling: Imagination and Faith*, by William J. Bausch

- ✓ Stories provoke curiosity and compel repetition.
- ✓ Stories unite us in a holistic way to nature, our common “stuff” of existence.
- ✓ Stories are a bridge to one’s culture, one’s roots.
- ✓ Stories bind us to all human kind, to the universal human family.
- ✓ Stories help us to remember.
- ✓ Stories use a special language.
- ✓ Stories restore the original power of the (spoken) word.
- ✓ Stories provide escape.
- ✓ Stories evoke in us right-brain imagination, tenderness, and therefore, wholeness.
- ✓ Stories promote healing.
- ✓ Every story is our story.
- ✓ Stories provide a basis for hope, (values), and morality.
- ✓ Stories are the basis for (our life’s work).

“When a community loses its memory, its members no longer know one another. How can they know one another if they have forgotten or have never learned one another’s stories? If they do not know one another’s stories, how can they know whether or not to trust one another? People who do not trust one another do not help one another, and, moreover, they fear one another.”

From, *What are People For*, by Wendell Berry



Stories of Inspiration: Object-Sharing Activity

Facilitation Guidelines

Important Note: Please remind participants to bring with them a personally meaningful object that reflects one's inspiration for leadership or "why they do what they do."

Objective:

To share stories, both personal and professional, that lead to greater community building.

Materials Needed:

- Altar table (usually a small, rectangular table close to the ground, but can be anything)
- Table cloth (to cover the table)
- Handout: "Characteristics of a Story"

Directions:

1. Form a circle with the altar in the middle. Make sure there is enough room for the participants to get up and place their object on the altar.
2. Distribute a copy of "Characteristics of a Story" to each participant.
3. The facilitator will begin by going down the circle and asking each of the participants to read one of the characteristics out loud and then one line from the quote by Wendell Berry.
4. Once all of the characteristics and the quote have been read out loud, the facilitator will describe the importance of story-telling and its relation to community building.
5. The facilitator will then set the tone and environment by sharing a personal or professional story. The story does not necessarily have to relate to their object, but should reflect one's commitment to leadership (*please reference "important note" above*).
6. When the facilitator has completed their story, they will get up and place their object on the altar.
7. The next person will then share a story and place their object on the altar. This will continue until everyone is done.



Additional Notes:

- Bells can be used to begin and end the altar-sharing activity.
- Time each person's story, about 3-4 minutes.
- There is no particular order to the story-telling (this is completely up to you).
- The altar is left as it is until the end of the retreat (you can have one final check in before individuals pick up their objects – this will be similar to the story-telling, but the check-in will be shorter).



Chalk Talk

Chalk talk is a silent way to do reflection, generate ideas, check on learning, develop projects or solve problems. It can be used productively with any group – leaders, community members, workshop participants, and committees. Because it is done completely in silence, it gives groups a change of pace and encourages thoughtful contemplation. It can be an unforgettable experience.

Time Varies according to need, can be from 5 minutes to an hour.

Materials Chalk board and chalk or paper roll on the wall and markers.

Process:

1. The facilitator explains VERY BRIEFLY that chalk talk is a silent activity. No one may talk at all and anyone may add to the chalk talk as they please. You can comment on other people's ideas simply by drawing a connecting line to the comment. It can also be very effective to say nothing at all except to put your finger to lips in a gesture of silence and simply begin with #2.
2. The facilitator writes a relevant question in a circle on the board. Sample questions:
 - a) What makes a leader?
 - b) How do we create equitable structures for management?
 - c) What is community engagement?
3. The facilitator hands a marker to everyone, or places many markers at the board.
4. People write as they feel moved. There is likely to be long silences – that is natural, so allow plenty of wait time before deciding it is over.



5. How the facilitator chooses to interact with the Chalk Talk influences its outcome. The facilitator can stand back and let it unfold or expand thinking by:

- circling other interesting ideas, thereby inviting comments to broaden
- writing questions about a participant comment
- adding his/her own reflections or ideas
- connecting two interesting ideas/comments together with a line and adding a question mark

Actively listening invites participants to do the same kind of expansions. A Chalk Talk can be an uncomplicated silent reflection or a spirited, but silent, exchange of ideas. It has been known to solve vexing problems, surprise everyone with how much is collectively known about something, get an entire project planned, or give a committee everything it needs to know with no verbal sparring.

When it's done, it's done.

Debrief:

At times the debrief can focus on the experience as well as the content. It's usually helpful to "talk about talking about it." It's helpful to set up that the debrief will follow the form of describing, interpreting and then evaluating the experience and participants, in addition to what was written.

For example:

Describe:

- What do you see?
- Describe the "interactions" that were happening.

Interpret:

- What do you think was going on?
- What does this mean?

Evaluate

- What does this say about the people participating?
- What's their readiness to take on the question more deeply?



Leadership Journey Mapping Exercise

You are a primary contributor to your own development as a leader. Yet, you are also shaped by the circumstances, ideas, and individuals who have impacted and influenced your life. Awareness of this co-created process – between you and the world around you - contributes to clarity about your leadership agenda and identity. In other words, your values, beliefs, sensibilities, and capacities are shaped by your history and experiences.

Your personal history contains the seeds of who YOU are as a leader. Leaders must take time to recall, appreciate, and gather strength from that history. This personal mapping exercise gives you a chance to reflect on the events, experiences, and other influences that have shaped you in your leadership journey. Such awareness sheds light on your responses to different situations, and provides grounding for your continued leadership.

You will be sharing your journey map with your peers today. This provides an opportunity to dispel stereotypes, to get to know each other on deeper levels and identify commonalities. Typically, the journey that someone else has taken is not exactly what we might expect given our perceptions of their ethnicity, gender, geographic or class background. The sharing of maps allows us to hear the truth about each other's journeys, rather than project our assumptions on one another.

OVERVIEW OF EXERCISE

In this activity each of you will:

- Draw a personal Journey Map
- Engage in personal reflection
- Share your Journey Maps and insights in a small group
- Collectively debrief the experience

DIRECTIONS

Pick up paper, crayons, and colored markers to use to draw your journey map. This map will depict your personal journey around issues of leadership. You can use a combination of timelines, images, and words. Note that this is not about fine art!

Start your map at whatever point you feel is the beginning of your journey into leadership. See below for some questions to spark your memory about the influences that have been important to your leadership journey. You may start your map with the day of your birth; a specific moment in your personal history; or from historical events that happened to your community, your ancestors, or your cultural group.



Take note of the moments and events when you first began to be aware of or recognized a pull towards becoming a leader, and what created that pull. Perhaps it was a perceived need in your family, an event in your community, or times when you witnessed or experienced something so powerful you were moved to respond personally. Include in your maps people who had a major influence on you, and those whose shoulders you stand on today.

HERE ARE SOME PLACES TO LOOK:

- Cultural themes
- Ancestral stories or themes
- Family of origin experiences
- Historical events
- People of influence
- Personal experiences
- Relationship experiences
- Adult family role and experiences
- Professional experiences
- Experiences in leadership programs

As your map comes together, look for metaphors and archetypal themes: are you playing the role of provider, healer, nurturer, community builder, instigator, or restorer of justice? What else shows up in your map?

REFLECTION

Take a few moments to collect your thoughts about the themes, issues, and insights that this activity has surfaced for you.

SMALL GROUP DISCUSSION

Share your map and story with the others in your small group. You will have 7 minutes each, then 3 minutes to discuss any themes or insights that emerged for you about the group's maps.

What themes stand out in your journey?

What new insights are you having?

What have you relied on during your journey?

LARGE GROUP DEBRIEF

We will share reflections and insights gained in this exercise.



Leadership Development Program

Creating a Story Line Leadership Journeys

Some thoughts about your Leadership Journey

Characters

- Main Character
- Supporters
- Challengers

Journey: Significant Events

- Adventures
- Conflicts
- Trials & Tribulations

Crossing of Thresholds

- Transitions
- Transformations

What I believe makes you a leader



Creating a story line: What makes you a leader?

From your leadership journey map and responses to your story, summarize your leadership journey in four sentences. We encourage you to write your storyline in the third person.

Introduce character(s) (“Once upon a time...”)

Rising action (“Along the way...”)

Turning points (“Our leader faced... and crossed through this threshold by...”)

Significance of the narrative (“Our leader discovered that their leadership...”)

Put it all together in a paragraph, here . . .

Once upon a time,



Leadership Development Program

A Development Strategy for Liberation

