

Objectives

Upon completion of this retreat, we will:

1. Reflect on, celebrate, and close the 18-month journey of **HIVE**.
2. Explore what we have learned about leadership and community and name the possibilities that have emerged from our time together.
3. Appreciate each other and prepare for how our relationships may evolve in the future.

*"How lucky I am to have something that makes
saying goodbye so hard."*

A.A. Milne (*Winnie-the-Pooh*)



Welcome & Overview

Agenda

Day 1: Tuesday, July 17th

- 8:30 Arrival & Breakfast
- 9:30 Welcome, Overview, & Check in
- 10:30 Break
- 10:45 Unforgettable Moments in **HIVE**
- 12:15 Lunch
- 1:15 Physical Activity
- 1:30 Finding Our Story: Once Upon a **HIVE** . . .
- 3:30 Break
- 3:45 Chalk Talk: What Makes a **HIVE**?
- 5:00 Closing Reflections
- 5:30 Adjourn
- 6:00 Dinner

Day 2: Wednesday, July 18th

- 8:30 Arrival & Breakfast
- 9:30 Overview & Check-in
- 9:45 **HIVE** Pollinations & Possibilities (with 15 min break)
- 12:00 Lunch
- 1:00 Physical Activity
- 1:15 **HIVE** after **HIVE**: How do we want to bee?
- 2:45 Break
- 3:00 Appreciations
- 3:30 What's Next?
- 4:30 Closing Reflections & Appreciations: Our 18-Month Journey Together
- 5:30 Adjourn
- 6:00 Dinner

Day 3: Thursday, July 19th

12:00p Checkout Time

The Day: Yours to ground, reflect, care for yourself, be in community, be alone, and to get ready for our closing ceremony. Our request is that you take the day to celebrate this rite of passage as opposed to getting unfinished work done. A moment of pause can fuel years of leadership.

Firewalk Ceremony:

4:00p **HIVE** meets at Ashe Cultural Center (1712 Oretha Castle Haley Blvd., New Orleans) to prepare and go through logistics of Firewalks Ceremony

5:00p Guests arrive and food/refreshments

6:30p Firewalks Ceremony

- Opening Poem (15)
- Each **HIVE** member firewalk (7 min each, 90 min total)
- Closing Remarks (15)

8:30p Close

Our HIVE Journey

Step1: Capture some thoughts about our HIVE's journey over the last 18 months . . .

Characters

- Main Character(s)
- Supporters
- Challengers

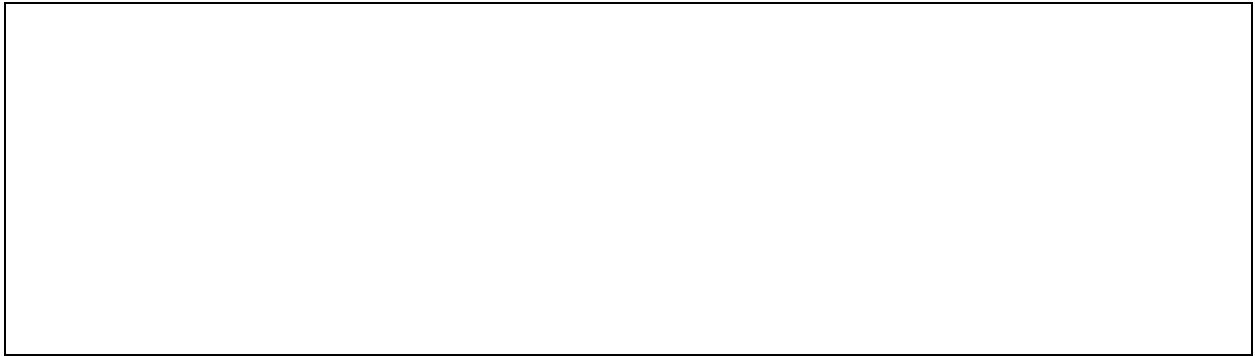
Journey: Significant Events

- Adventures
- Conflicts
- Trials & Tribulations

Crossing of Thresholds

- Transitions
- Transformations

Our HIVE discovered that our leadership . . .



Step 2: Create a story line about our HIVE. . .

Introduce characters (“Once upon a time, there was a **HIVE**. . .”)

Rising action (“Along the way...”)

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

Significance of the narrative (“Our **HIVE** discovered that our leadership . . .
.”)

Put it all together, here . . .

Once upon a time,

Step 3: Create a group story book about our journey as HIVE . . .

In small groups . . .

1. Each person shares their storyline about our journey as HIVE in a round.
2. All discuss what themes you heard across stories and what resonates most.
3. Now decide on a story line for your group story book that comes from the synergy of your individual stories.
4. Write and illustrate the book on 4 big poster pages with the starters below.
5. Share with the whole group, and we will make one big book together.

Once upon a
time

Along the way

Our HIVE faced

We discovered
that

Designing Alliance

Designing the Alliance: How to create healthier personal and professional relationships¹

Sara is happy that Dalia sends projects her way, but it annoys her when Dalia waits until the last minute to give her the work, causing Sara to have to scramble to get it done in less time than has been promised.

Peter and Dave have recently begun living together. Dave wishes Peter would just “get it” that he doesn’t like to talk in the morning, or at least not until he has had his coffee.

And Jorge bemoans the fact that his boss practically watches over his shoulder while he’s working. Can’t he just give him space and trust that Jorge knows what he’s doing?

All of these people, in fact, just about anybody in any kind of relationship, can benefit by learning to “design the alliance” with the person with whom they’re in relationship.

The concept of *designed alliance* is used in coaching to set the stage for a relationship that empowers clients to be the most successful as they make changes in their work and personal lives. For example, a client might suggest the most effective ways for his coach to support him when he’s feeling scared, resistant or stuck. Once the alliance has been designed, it’s important to update it as individual needs and desires change.

This concept is highly applicable to all kinds of relationships: romantic or work partnerships, friends, parent-child, and more. Imagine a world, in fact, where all relationships begin with a consciously designed alliance, the purpose of which is to create a mutually successful experience. There are many core concepts covered in coach training that assist students in enriching and deepening their personal and professional relationships.

¹ Adapted from <http://nlp-leadership-coaching.com/designing-the-alliance-how-to-create-healthier-personal-and-professional-relationships/>

How might things be different in the scenarios above if alliances had been designed from the start?

Perhaps Dave and Peter could have taken time before they began living together to talk about what kinds of support they would want from each other. They could have saved themselves quite a bit of discomfort by designing it so that Dave could have his quiet time in the morning without Peter feeling rejected. Likewise, Peter could make his own requests. Together they could bring greater clarity and ease to their relationship.

Imagine what life at work would be like if Jorge and his boss had designed an alliance at the beginning of Jorge's employment. Jorge might have let his boss know that he is most effective when given space to carry out assignments independently. The boss might have asked for a trial run at this way of working together. Although this communication didn't happen when Jorge was first hired, there's no reason it can't happen now.

And what if Sara designed it with Dalia that, unless she has proper turn-around time, Dalia will have to do the work herself. That might actually inspire Dalia to keep to her original schedule, or perhaps even get the work done early! In either case, clear boundaries will make for a much happier working relationship.

Bringing conscious communication and the willingness to listen to and meet each other's needs is a wonderful way to empower the relationship to serve each person. The notion of creating an "alliance" instills the understanding that "we are in this together," working to consciously design a successful experience for both individuals. What could be better than that?

¹ Adapted from <http://nlp-leadership-coaching.com/designing-the-alliance-how-to-create-healthier-personal-and-professional-relationships/>

Designing the Alliance Question Prompts²

90-minute meeting once in two months or three months – only about partnership, not about work. Preferably over lunch away from the office. Choose 3-5 questions per meeting to spur discussion.

I Identifying Intentions

- What assumptions do you have of each other?
- Name your highest hopes and dreams for this partnership.
- Name your worst fears or lowest dreams for this partnership.

II Creating the Atmosphere

- What is the tone or relational environment you want to create?
- How do you each contribute in creating the experience you want?

III Sharing Responsibility

- What expectations do you have of each other's roles?
- What can you count on from each other? **Be specific!**
- What requests do you have of each other?
- What commitment do you want to make regarding how and what information is shared with each other and with the board?

IV Acknowledgement & Championing

- How do you appreciate and fiercely support one another?
- Acknowledge or champion each other now.

V Creating a Backup Plan

- How do you choose to be with each other when conflict arises?
- What discussion do you want to have if one – or both – of you breaks an agreement?
- What will help you get back to your alliance if it gets slippery or starts to break?
- If one – or both – of you chooses to break the alliance, what is important to remember/to occur in that discussion?

² Adapted from CRR Global ORSC

Firewalk Description

Firewalks

Purpose

The very first day of **HIVE** was shortly after the inauguration of Trump and the historic women's marches around the world. In this hopeful and devastating moment, we asked ourselves: **what kind of leadership does our world need?** Together, we looked at this quote from the Detroit Narrative Agency as one answer to this question:

"This is the Moment for Visionary Narratives . . ."

"It feels like new media platforms launch every day, but are only being used to tell the same old stories, enforcing the current limits of our collective imagination. And it is clearer than ever that we are currently trapped inside the imagination of people who are not committed to a future that includes us . . . And now we are in it, and it is in us . . . we need to be the storytellers of the next phase of the future. And we need to concern ourselves not just with the content of our liberating imaginings, but with how we will imagine together."

<https://immerse.news/this-is-the-moment-for-visionary-narratives-7db0d9797ec1>

At the Closing Retreat in July 2018, we ask you to share your visionary narratives as the culminating experience of this leadership program. The world desperately needs to hear your stories, and it takes courage and vulnerability to get up in front of people and share. That is why it is called a "firewalk."

Process

The **Firewalk Ceremony** is an event where we will imagine together as an act of leadership. Each **HIVE** participant will tell their leadership story using the same structure with which we introduced ourselves 18 months ago:

10: Where were you 10 years ago?

Now: Where are you now? (after the long journey of **HIVE**)

10: Where do you want to be in 10 years as a leader?

This time, it will be a graduation ceremony with each **HIVE** leader speaking for 7 minutes in front of a community of approximately 50 people you select together.

You don't need to write a formal speech. The idea is for you to:

- Reflect on all the stories you have written or shared over the time you have spent in **HIVE** (e.g. leadership journey stories, organizational stories, the final chapter, your 360, your purpose statement, etc.)
- Reflect deeply on what you have not shared that you might be ready to now
- Create some notes for that will help you speak with clarity and from the heart

What's important is that you move and inspire people through your true story, not the exact words you use. Storytelling is the most fundamental and powerful of leadership skills, and you all have demonstrated this beautifully in our time together. The **firewalk** is about taking our 5xbolder selves out into public and extending the voice we have built in the **HIVE** to the world.

Next Steps

Dear Queen Bees,

As we near the end of our time together as a formal cohort, I wanted to extend an invitation for written reflections about your 18-month experience as part of this **HIVE**. This would be a CompassPoint blog and distributed to our more than 13K readership. Most blogs average anywhere between 500 to 3000 word count – however, Maro can provide more guidance on this, if you should so feel inclined to submit a blog edition.

We would love to bring your voices to the center to share a little bit about what this experience has meant for you. Your stories help us share wisdom beyond what we can gain from evaluations and helps us lift up—in a very personal way—the work we’ve done with the outside world. It’s also a great benefit to CompassPoint when we talk to funders who are interested in continuing to fund projects like **HIVE**.

If you are interested, please let us know and we can connect you with CompassPoint’s Communications Director, Maro Guevara. The format is pretty open-ended and you can contact Maro at marog@compasspoint.org and he can provide you with examples and support on possible topics.

The Dance – A Poem

The Dance

By Oriah Mountain Dreamer

I have sent you my invitation, the note inscribed on the palm of my hand by
the fire of living.

Don't jump up and shout, "Yes, this is what I want! Let's do it!"
Just stand up quietly and dance with me.

Show me how you follow your deepest desires, spiraling down into the ache
within the ache, and I will show you how I reach inward and open outward
to feel the kiss of the Mystery, sweet lips on my own, every day.

Don't tell me you want to hold the whole world in your heart.
Show me how you turn away from making another wrong without
abandoning yourself when you are hurt and afraid of being unloved.

Tell me a story of who you are, and see who I am in the stories I am living.
And together we will remember that each of us always has a choice...

. . . Sit beside me in long moments of shared solitude, knowing both our
absolute aloneness and our undeniable belonging . . .

. . . Don't say, "Yes!"

Just take my hand and dance with me.