

0.5 day Fac Notes for Groups

In-Person

Resource in a nutshell: There are lots of ways to work with vertical development and GLA tools with groups. These are illustrative facilitator notes for a 0.5 day session using MWV and the Transformation Cards, and also come with a short slide-deck. This is just one way of working, and facilitators are encouraged to innovate and create designs that work for them.

Time: 4 hours

Framing: this half-day **in-person** workshop assumes a group/cohort that has taken MyWorldView® in advance.

Resources required: (1) Transformation Cards – hard copy, facilitators’ edition (2) MyWorldView completed in advance (3) free worldview introduction slide deck (4) participants bringing their MWV summary reports (the PDFs they can download at the end of the digital debrief).

Level of difficulty for facilitator: Moderate. An experienced facilitator who is a certified MyWorldView practitioner should be comfortable to do this. This is an introductory and accessible level for facilitators working with MWV and groups.

Facilitator note: (1) For reasons of psychological safety and confidentiality, it’s really important that user profiles are not disclosed without consent and that users don’t feel obligated to do so. (2) important prep for the facilitator will be rewatching the worldview videos found in the digital debrief and encouraging participants to do so too.

¹ Alternatively, the digital version of the Transformation Cards can be used. Participants will need to complete this exercise as pre-work and bring along to the session a PDF of their Transformation Card selections (this option appears at the end of the digital Transformation Cards process)

Agenda:

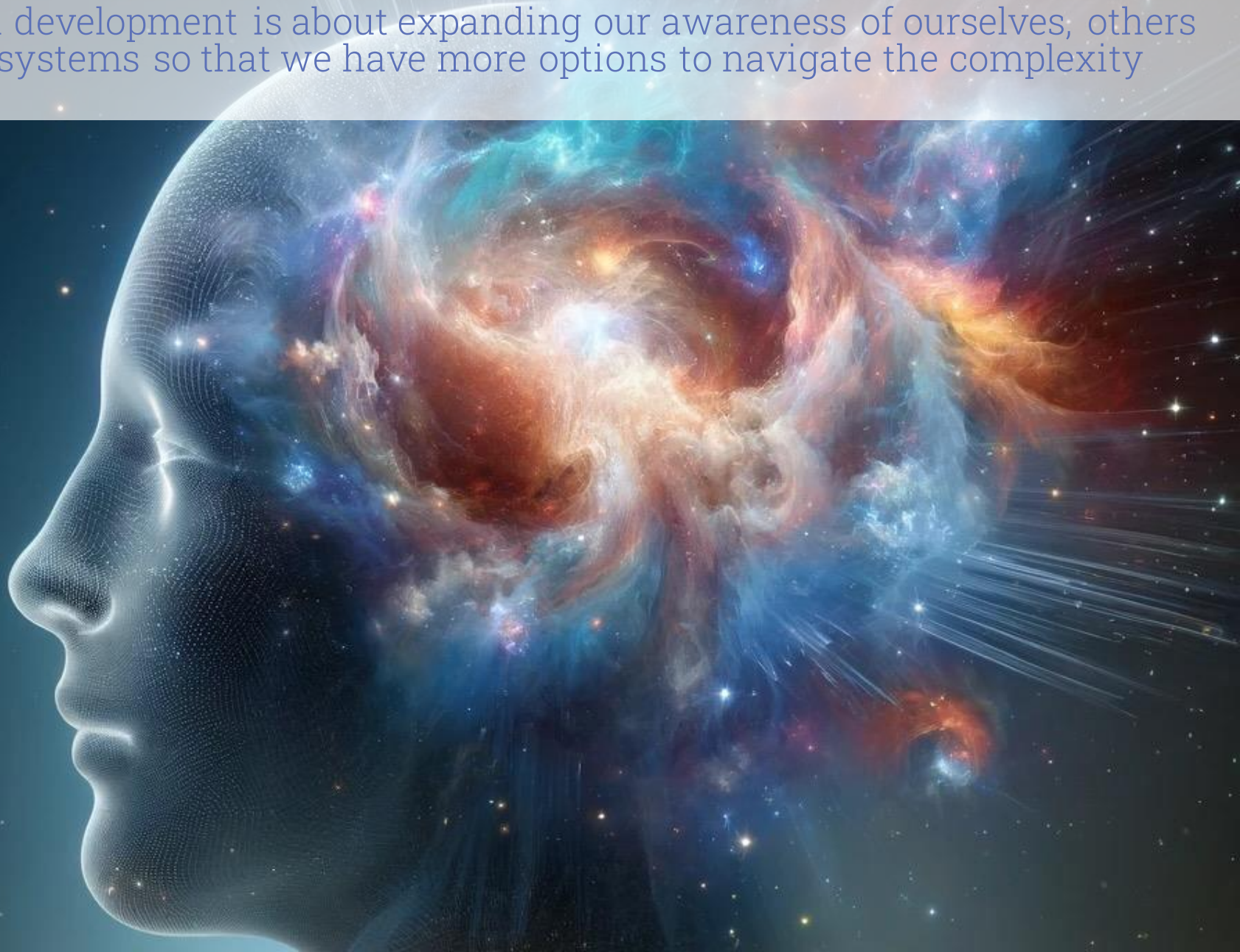
5 min	<p>Welcome, settling in, aims for session</p> <ul style="list-style-type: none"> • 2 min buffer • Aims for today. By the end of the session, you will: <ul style="list-style-type: none"> ○ Know more about your own and other worldviews. ○ Get to know your colleagues on a deeper level by understanding their leadership stories. ○ Learn a common language of worldviews to draw on in future and help you with dilemmas. ○ Gain insights into different perspectives and worldviews to help you adapt in leadership challenges you face. ○ Leave with experiments to try and/or actions to take that will help you be a more effective leader.
50 mins	<p>Exercise: Transformation Cards</p> <p>Instructions:</p> <ul style="list-style-type: none"> • Think of a span in your life: (a) <i>past</i> - 10 years ago (b) <i>present</i> (c) <i>future</i> – in 5-10 years' time. • You have two decks of cards... Life Logics and Catalysts. From the 'Life Logic' deck, select cards that best describe you in the past, present and future (try and limit it to two each). For the future, imagine how you think you'll be. • Lay out the cards you have chosen to help describe your story. • Consider what shifted for you between the past and present, and what might help you shift from the present to the future. • From the Catalysts deck, select two cards that best capture what caused a shift in your thinking between the past and the present. Then select another two that you imagine might help you to develop in the future. • [Facilitator – note the above should take about 20 mins] • Now in threes, share your stories. Note: some of the points in our lives are deeply personal so please feel free to share as little/much as you want. If you are listening to someone sharing their story, please be curious and sensitive (30 mins)
15 mins	<p>Plenary: top notes from the exercise and exploring why we are discussing worldviews</p> <ul style="list-style-type: none"> • What were some of the insights you gained in the exercise? [take a few examples rather than making everyone respond]

	<ul style="list-style-type: none"> • Key point: “As well as being a powerful way to share our leadership stories, the exercise also demonstrates that how we see the world shifts and changes. It isn’t fixed despite how we might imagine so at the time. Our perspectives can become more nuanced, enlarged and even change. It also means how we think now is also likely to change... we may have more options and it’s exploring these that’s the backdrop to MyWorldView® and this session.” • “From what you have learnt from the MWV digital learning experience, what’s your understanding of what vertical development is and why it might be useful to leadership?” Discuss in plenary. • Key point to conclude plenary: “we are better able to navigate leadership challenges if we have more options. We can get many more options by shifting how we are thinking and acting. Vertical development is about becoming ever more aware of different perspectives of ourselves, others, and the systems we are part of.” [Show slide 1].
30 mins	<p><i>Exercise</i></p> <ul style="list-style-type: none"> • “In groups of three, share what insights you gained about yourself or others/systems from your MyWorldView®. Please note, this conversation is confidential to your trio and sharing how you profiled is optional.”
5 mins	<p><i>Short plenary to share top notes from trio discussions</i></p> <ul style="list-style-type: none"> • Please would a few people share some insights they gained about themselves.
10 mins	<i>BREAK</i>
10 mins	<p><i>Exploring worldviews together</i></p> <ul style="list-style-type: none"> • Show slide [slide 2] of group’s aggregated profiling which you can complete using data from the Practitioner Dashboard. • In plenary, “From what you know of the worldviews, what do you notice about this group? What does this confirm to you? What, if anything, surprises you here?” Let participants speak to their data. Inquire into what they say. Participants are likely to ask what the aggregated data means of them as a group... we’re now going to look at some of the worldviews – explore what they might mean and inquire of the group what the implications might be individually

20 mins	<p>and collectively. Note that for time efficiency, you'll probably only be able to look at the worldviews represented in the group.</p> <ul style="list-style-type: none"> • Show Diplomat slide and briefly talk through (remember, they have watched the more detailed Dip video, so this is a reminder), 5 mins. Exercise: "in trios, consider some examples of how you have seen this worldview play out in your life or organization. Where did it help, where did it get in the way?" 10 mins • Take feedback in plenary, 5 mins.
20 mins	<ul style="list-style-type: none"> • Show Expert slide and briefly talk through (remember, they have watched the more detailed Exp video, so this is a reminder), 5 mins. Exercise: "in trios, consider some examples of how you have seen this worldview play out in your life or organization. Where did it help, where did it get in the way?" 10 mins • Take feedback in plenary, 5 mins.
20 mins	<ul style="list-style-type: none"> • Show Achiever slide and briefly talk through (remember, they have watched the more detailed Ach video, so this is a reminder), 5 mins. Exercise: "in trios, consider some examples of how you have seen this worldview play out in your life or organization. Where did it help, where did it get in the way?" 10 mins • Take feedback in plenary, 5 mins.
20 mins	<ul style="list-style-type: none"> • Show Redefining slide and briefly talk through (remember, they have watched the more detailed Red video, so this is a reminder), 5 mins. Exercise: "in trios, consider some examples of how you have seen this worldview play out in your life or organization. Where did it help, where did it get in the way?" 10 mins • Take feedback in plenary, 5 mins.
20 mins	<ul style="list-style-type: none"> • Show Transforming slide and briefly talk through (remember, they have watched the more detailed Transf video, so this is a reminder), 5 mins. Exercise: "in trios, consider some examples of how you have seen this worldview play out in your life or organization. Where did it help, where did it get in the way?" 10 mins • Take feedback in plenary, 5 mins.
15 mins	<p><i>Summary thoughts/actions</i> [Depending on the number of people either share in plenary or split people into smaller groups]</p>

	<ul style="list-style-type: none">• “Based on your learning from these insights, what action will you take or experiment will you try?”• Note, participants can refer to the experiments section in the MWV reports.
--	---

Vertical development is about expanding our awareness of ourselves, others and systems so that we have more options to navigate the complexity



Aggregated Table

Worldview	Count	%*
Diplomat - Expert Bridge		
Expert		
Expert – Achiever Bridge		
Achiever		
Achiever – Redefining Bridge		
Redefining		
Redefining – Transforming Bridge		
Transforming		
Transforming – Alchemical Bridge		

* Percentages are subject to rounding

Diplomat

- Strong sense of belonging to my tribe
- Following the rules
- Glue and connector for the team as we fit in together
- Conforms & avoids conflict

Three questions to consider...

- 1. In what way is this a gift?*
- 2. In what way does this hinder?*
- 3. What questions does this bring up for me?*

Expert

- Wants to master skills and acquire knowledge
- Has a sense of a 'right way' to do something
- Enjoys advising, teaching, telling
- Values facts, reason, accuracy & efficiency
- Focus of attention can miss broader perspectives and parts of the system

Three questions to consider...

- 1. In what way is this a gift?*
- 2. In what way does this hinder?*
- 3. What questions does this bring up for me?*

Achiever

- Looking for effectiveness and pragmatism
- Goals & priorities really matter
- Desire to collaborate for better outcomes
- Can strive for work-life balance

Three questions to consider...

- 1. In what way is this a gift?*
- 2. In what way does this hinder?*
- 3. What questions does this bring up for me?*

Redefining

- Sees social/company norms and patterns
- Desire for challenge and inquiry which can be
- Energising and also confusing and frustrating
- Can feel highly engaged and also lonely

Three questions to consider...

- 1. In what way is this a gift?*
- 2. In what way does this hinder?*
- 3. What questions does this bring up for me?*

Transforming

- Generative with dilemmas and problems
- Aware of multiple perspectives, within self, among others and systemically
- Initiates change to thinking, habits and narratives

Three questions to consider...

- 1. In what way is this a gift?*
- 2. In what way does this hinder?*
- 3. What questions does this bring up for me?*