

Team/Organisation Practice - I Do A R T

INTO THE NEW

ELEVATING LEADERSHIP
CHANGING BUSINESSES
TRANSFORMING LIVES

I Do A R T

To align and agree on each aspect below, we recommend the 1-3-ALL process.
1: reflect individually, take notes. 3: share in triads to find the common essence.
ALL: share the triad essences in full group, to align.

I – Intention

Why do we hold this meeting/practice. What is our intention with having it?

Do - Desired Outcome

What do we want to have co-created?

What do we want to bring from the meeting?

A – Agenda

Do we need an agenda?

What aspects do we want to pay attention to in the meeting?

R - Relations

How do we want to relate in this meeting?

What values and principles are important to us?

What roles, if any, are needed to facilitate the meeting?

Examples of supporting roles to play with:

- The Navigator - Who guards the meeting intention and desired outcome?
- The Wizard - Who guards values and principles, connection and energy?
- The Helicopter - Who takes on the wider perspective?
- The Devil's Advocate - Who pays attention to what may not work?
- The Connector - Who keeps track of what stakeholders will be affected?
- The Presencor - Every 15 minutes - Call for a 15 s pause. To recenter and get present.
- The Terminator - Make sure to summarize and end together, in time.
- The Expert - Who holds the objective truth? (Naah, just kidding. There is no such thing, remember... 😊<3)

T - Time

How long is this meeting?

Reserve time to summarize the meeting: decisions, open ends, new questions.

Have we honored our I Do A R T (fist of five)

Close together and end in time.

Summarizing and closing together is an absolute must. Every meeting opens a psychological figure in every attendee. If not summarized and closed (for now), you will have opened figures in everyone attending, consuming energy way beyond the meeting ends. You will also leave with vastly different experiences and views of the meeting conclusions, unable to reflect, communicate and act coherently.

What if meetings can be an energizing backbone taking your organization forward.

There are a few things that need to be in place for meetings to hold this capacity.

We need to be on the same meeting. Present!

We need to actually meet, human to human.

We need to have the same frame of WHY we are at this meeting, and what we want to co-create.

We need to share the values and principles of how we want to relate in the meeting.

We need to release the meeting, close it together, to enable people to enter the next meeting or situation in presence, free from the previous.

The I Do A R T is a way to co-create the latter three. When you have co-created an IDoART for your meetings, that is what you will Do: ART!

For recurring meetings, create a general IDoART for the meeting series in a separate workshop. Make sure to adopt Intention, Desired Outcome and Agenda for each separate meeting, to address the needs of the current.