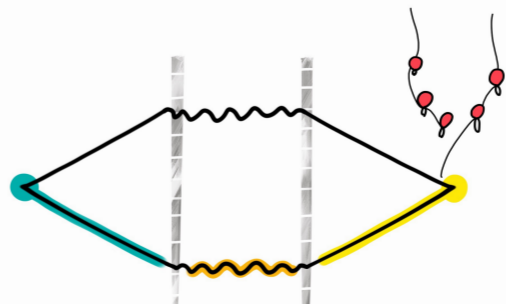


When Dee Hock led the team that created the VISA card, he named the **Chaordic Path**. Working between order and control refines what we're doing, but brings more of the same. Working between chaos and order is where innovation arises and new practice is created. This is where participatory practice is most valuable.

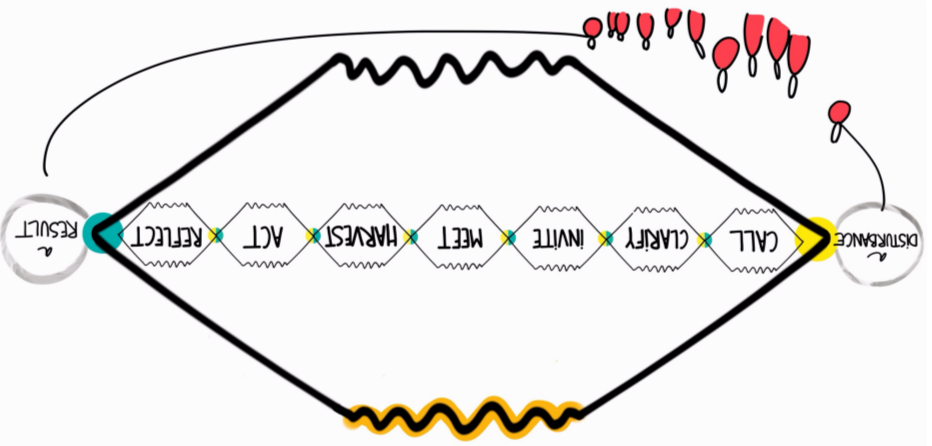
### The Chaordic Path



The Breath Pattern names the stages a group goes through working together.

- **Divergence:** Like the in-breath, this is where a group begins to explore different perspectives
- **Emergence:** Also known as the *Groanzone*, it can feel uncomfortable for some people if to not know the answer or the outcome. Others feel exhilarated by possibility.
- **Convergence:** The path seems clear and actions are taken to move towards solution.

### The Breath Pattern



### The 8 Breaths of Process Architecture

The Breath Pattern repeats itself over an engagement. At each stage there is hosting, harvesting, applying powerful questions, working with stories, groundwork and so much more to do. The 8th breath holds the rest of the pattern. Who are your eagles? How are the roles of sensei and steward being practiced? What agreements will help you to stay together until your vision is realised?

## How do I take my practice further ?

## Pocket Guide to HOSTING Practices

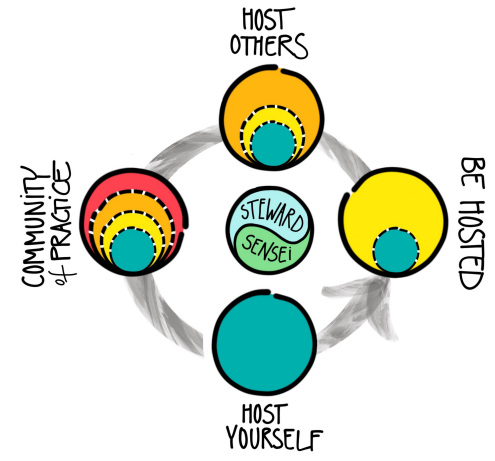
Hosting & Harvesting Conversations & Work That Matters



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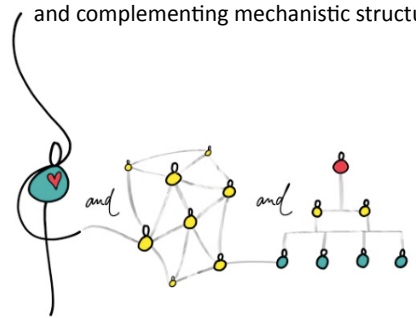
### The Fourfold Practice

The Art of Hosting is more than a set of methods, it is an on-going practice. The **Fourfold Practice** is a *holon*, meaning that each practice incorporates and moves beyond the one it follows.



### Complementary world views

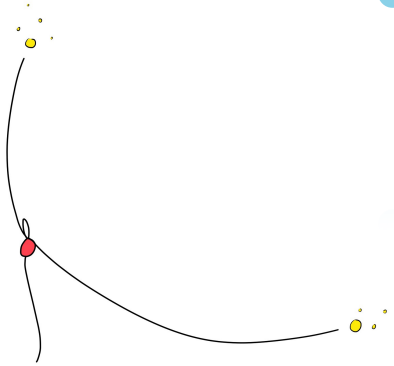
- **It comes from a good place:** At the heart of AoH is people-centered practice. It is about returning to ways that humans have practiced to live and work well together.
- Nature is a guide about how **living systems** work. Nature seeks diversity, is intent on finding what works, cannot be controlled, changes with a new understanding of itself. AoH is about the living system working with and complementing mechanistic structures.



See Meg Wheatley's work for more on living systems & complexity.

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# What do I need to remember?



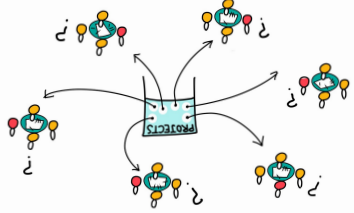
Refer back to your Art of Hosting workbook for full details on methods. *Keep practicing!*

## Pocket Guide to HOSTING Methods

Hosting & Harvesting Conversations & Work That Matters

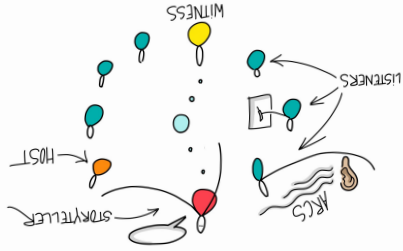


### Pro Action Café



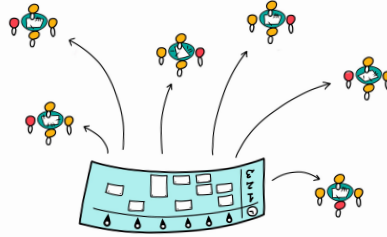
- A blend of Open Space & World Café.
- Creates a space where people can get focused input on projects or initiatives.
- Check in, invite project callers to put forward topics (divide full group by 4 to find maximum number of tables), let them get seated, participants move between tables, change each round.
- Round 1: What is the quest behind the question? Round 2: What is missing? Round 3: What am I learning about myself/the project? What are my next steps? What help do I still need?

### Collective Story Harvest



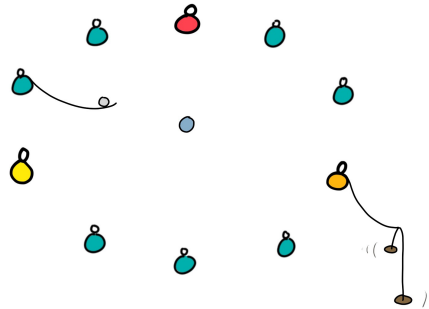
- A tool for collective sense & meaning making
- Ask: What is the need? Select stories accordingly. Decide on what you want to harvest — create up to 7 listening arcs (including Witnesses). Work with storytellers to prepare and host them.
- Can be 1 - 3 stories with a full group or multiple stories simultaneously, each with a host
- Can work with Café format for group harvest

### Open Space



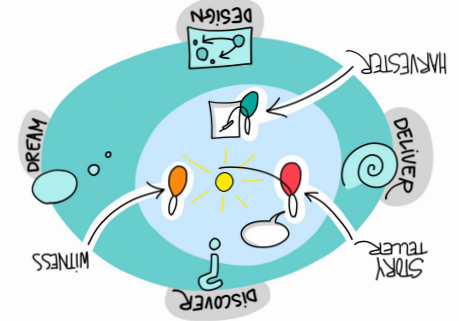
- Time & space to be in conversation about what matters, agenda created by participants
- 4 principles, Law of Two Feet, Butterfly & Bumblebee
- Welcome to the circle, introduce how Open Space works, pose the question, tell about the marketplace & spaces, open space
- Converge to harvest together

### Circle



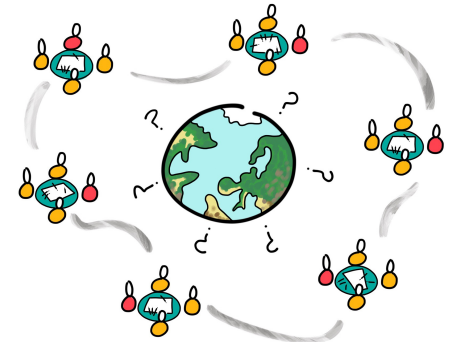
- For thoughtful speaking & deep listening.
- Welcome, framing, check-in, process, check out
- Roles: Host, Guardian, Harvester
- Set chairs in a circle, talking piece (could also be called the listening piece), bell
- Intention for meeting is at the centre, speak to/through the centre. *Slow down!*

### Appreciative Inquiry



- Intentional change through identifying the best of "what is" to pursue "what might be"
- Based on 1:1 interviews that harvest stories of us at our best
- Identifying the focus, then Discover, Dream, Design, Deliver
- The question is a fateful choice, it creates the road we travel and where we might end up
- A simple as a question, as big as systemic change

### World Café



- A network of collective dialogue around questions that matter
- Create hospitable space, explore questions that matter, encourage everyone's participation, harvest
- 4 - 5 people at each café-sized table, World Café etiquette, pens for every person
- Allow time for group harvest

# How do you make a ZINE?



1.



2.



This will become the back page and this, the title page.

5.



Push the ends towards the centre.

4.



1. Make a double-sided photocopy of the PDF.
2. Use a pair of scissors to carefully slit open the paper along the black line running down the centre.
3. Fold the paper carefully in half lengthwise and crease it. Then fold it in half again, so you can see two of the parts. And in half again, so you can just see the title page. You have now made all the creases.
4. Holding it lengthwise with the slit facing up – and your hands at each end with your thumb and forefinger pressing together – push the sides towards the middle, causing the two sides to bend outwards like a tunnel and form a cross. Now you can crease them and you'll see the front and back page and crease it into a little book.
5. If you want to view the opposite side, just fold it over the other way and crease the paper in that direction.
6. Now you have a Zine with two sides to learn from. Have fun!

