



## THE ART OF CONVENING™

Authentic Engagement in Meetings, Gatherings, and Conversations

### Convening Wheel Summary

<b>At the Heart of the Matter:</b> <i>Who I am in relationship with others</i>		
<b>Challenge:</b> Staying Connected <i>Do we choose to open or close to relationship?</i>	<b>Principle:</b> Knowing who I am allows me to be in authentic engagement.	<b>Essential Questions:</b> Who am I as a human being? How will I be in relationship with others?
<b>Clarifying Intent:</b> <i>The alignment of our intention with the purpose of our engagement</i>		
<b>Challenge:</b> Doubt	<b>Principle:</b> Our intent has substance that is acted upon.	<b>Essential Questions:</b> What are my intentions? Are they in line with who I am? Who are we to be together?
<b>The Invitation:</b> <i>A sincere offering to engage that integrates purpose and intent</i>		
<b>Challenge:</b> Rejection	<b>Principle:</b> The combination of sincerity, hospitality, and generosity is a strong attractor for full presence.	<b>Essential Questions:</b> Who am I to invite? What is at the heart of my invitation? Why should they come?
<b>Setting Context:</b> <i>Communicating the form, function, and purpose of our engagement and intent</i>		
<b>Challenge:</b> Assumption <i>Assume and Doom</i>	<b>Principle:</b> The clear articulation of purpose and intent allows the highest potential for the actualization of that purpose.	<b>Essential Questions:</b> What is this gathering about? What do participants need to know to show up ready to fully participate? What is our individual and collective purpose for this engagement and for the sake of what do we do this work?
<b>Creating the Container:</b> <i>Creating the physical and energetic field within which we meet</i>		
<b>Challenge:</b> Reluctance to impose our will on others	<b>Principle:</b> Clear and accepted boundaries integrated with an enlivened environment allow safety and openness.	<b>Essential Questions:</b> What is needed for the participants to feel safe in this gathering? What will enliven the environment? What protocols/agreements must be present?
<b>Hearing All the Voices:</b> <i>Each person speaks, is heard and is present and accounted for</i>		
<b>Challenge:</b> Impatience / Judgment	<b>Principle:</b> Each voice is needed to reveal the authentic wisdom in our engagement.	<b>Essential Questions:</b> Who are we and what have we come to do together? How will we hear all the voices? What methods and practices will allow for the full expression of all participants?
<b>Essential Conversation:</b> <i>Meaningful exchange within an atmosphere of trust</i>		
<b>Challenge:</b> Self-Consciousness	<b>Principle:</b> Meaningful exchange creates a connected and interdependent whole.	<b>Essential Questions:</b> Has the ground been adequately laid for essential conversation to occur? What am I now aware of or open to? (that perhaps I was not before) What wisdom is already present?
<b>Creation:</b> <i>Something new that emerges from engagements of shared purpose and trust</i>		
<b>Challenge:</b> Disengagement	<b>Principle:</b> The emergence of something new that did not exist before is the root of innovation and meaningful contribution.	<b>Essential Questions:</b> What are we to create together? How will I recognize and harvest the wisdom being created? What is the new that we can bring back to our relationships and communities, personal and organizational?
<b>Commitment to Action:</b> <i>An individual/collective agreement to be responsible &amp; accountable for the way forward</i>		
<b>Challenge:</b> Absence of Alignment	<b>Principle:</b> Shared actions and behaviors create movement toward a common future of consequence and accountability.	<b>Essential Questions:</b> What is needed to allow for the highest level of commitment, responsibility and accountability? What is already occurring or has been put into action? What actions will I take that will make it more likely that people will act?