

Pre Huddle Agenda - 20 mins

- **Check in (30 seconds) - Nneka**
 - **Chat 1** word: How are you feeling coming into today's session?
- **Review overall agenda & team roles (5 min) - Kortni**
- **Review breakout agenda (10 min)- Nneka**
- **Questions? (3 min) - Kortni**
- **Break**

LEADERSHIP, ORGANIZING AND ACTION

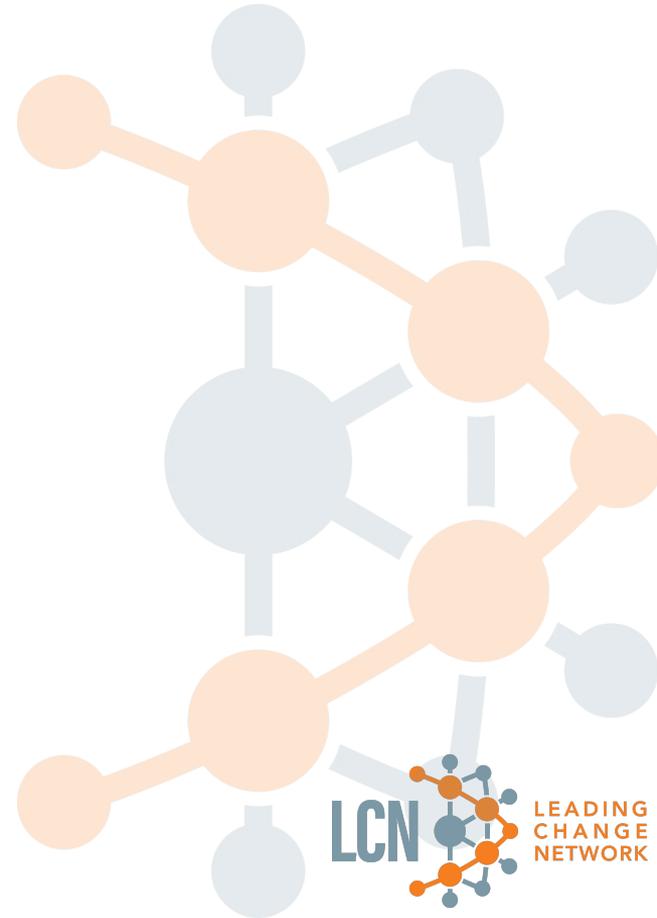
FICPFM Fellowship Program
Sunday September 12, 2021

#LCNetwork

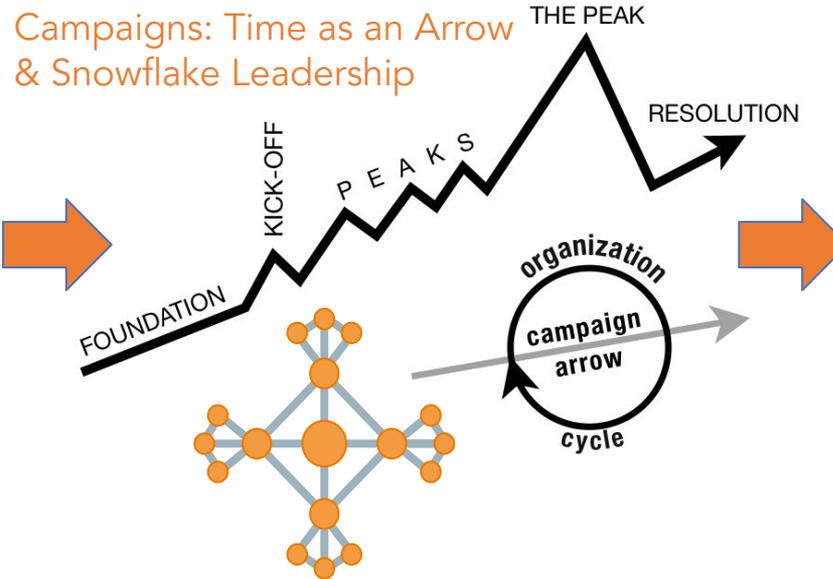
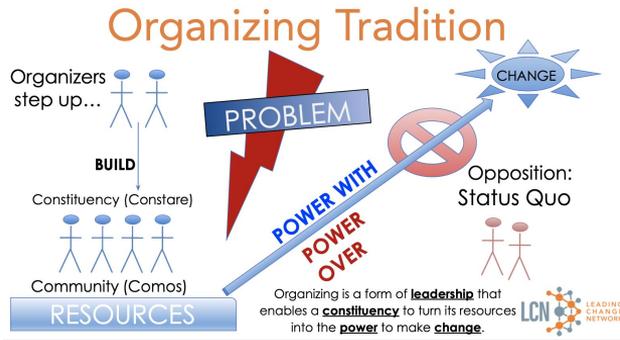


Grounding

Kortni Malone



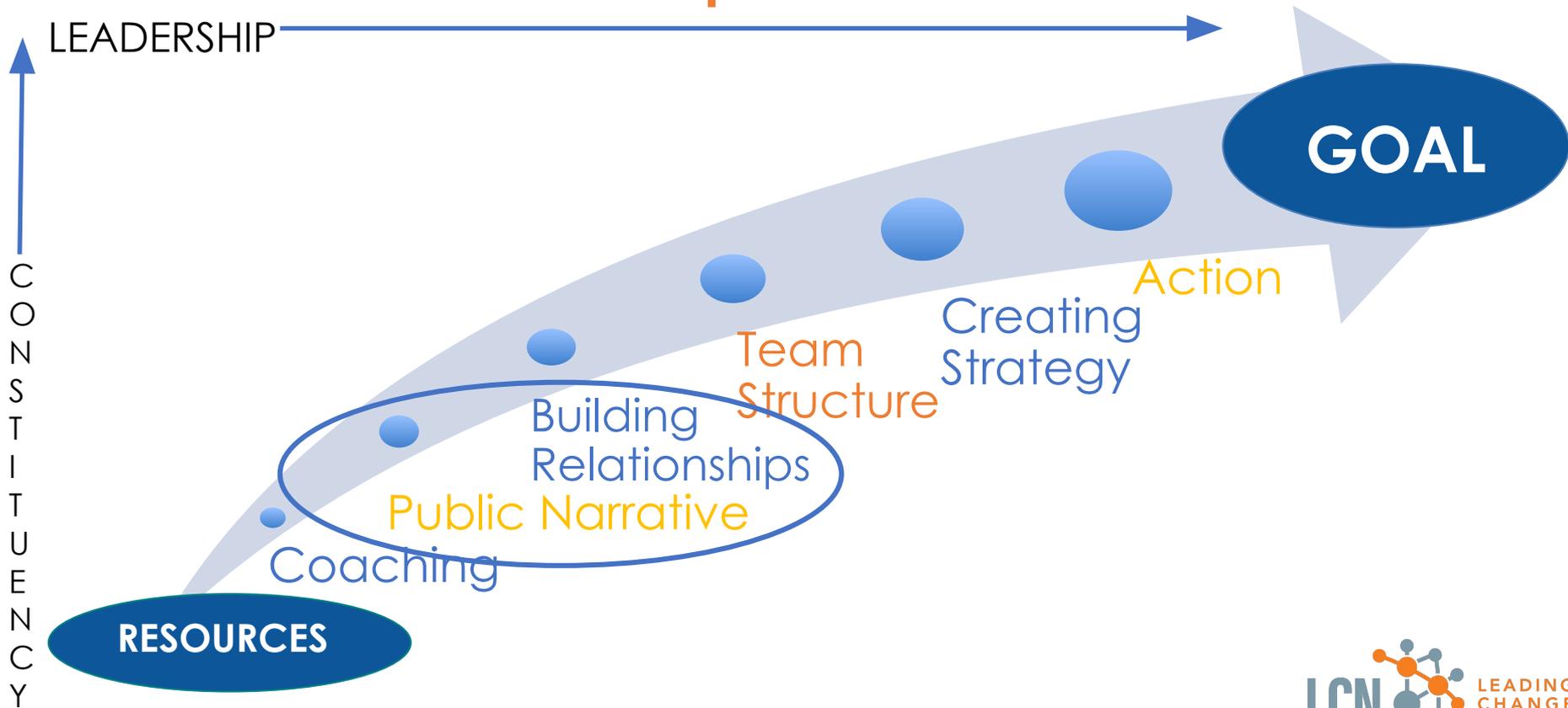
Recap of Session #1 Learning



Coaching



Fellowship Overview



Agenda

Session #2: Workshop DAY TWO - September 12, 2021

TIME (ET)	ACTIVITY	TIME (ET)	ACTIVITY
12:00pm	Welcome & Grounding (10 min)	3:10pm	Introduction to Relationship Building (45 min)
12:10pm	Techspectations & Community Agreements (5 min)	3:55pm	Practice One-on-One Relationship Building (25 min)
12:15pm	Intro to Public Narrative & Story of Self (60 min)	4:25pm	ENERGIZER (5 min)
1:15pm	BREAK (5 min)	4:30pm	Breakout: Common Values Interests Resources (10 min)
1:20pm	Practice Story of Self in Sections (65 min)	4:40pm	Debrief Relationship Building (10 min)
2:25pm	Debrief Stories of Self (10 min)	4:50pm	Evaluation & Key Learnings from Session #2 (10 min)
2:35pm	LUNCH BREAK (35 min)	5:00pm	End of Session #2

Tech-Spectations

1. Audio & Video: off/on
2. Chat: discussion and questions around concepts presented. Blue hands!
3. Type your name tag!
 - Section #
 - First/Initial of Last Name
 - (Your Pronouns)

S2-Mari O.-(she,her)



4. Zoom issues during session: private chat to **Sam Gonzalez**.
5. Google Classroom or Zoom Support: email **Sam Gonzalez**:
ficpfm@leadingchangenetwork.org

1**Section 1: Jeremiah/ Sadie**

Charlotte	Webb
Beverly	Sharp
Caitlin	Jividen
Amber	Bjornsson
Shannalee	Kuri
Jennifer	Sorg
Annette	Johnson
Crystal	Allen
Trent	Manning
Cedric	Russell
Juan	Turbidez
Cinnamon	Watts

2**Section 2: Steve/Mari**

Mark Anthony	Vasquez
Tiana	Sims
Cynthia	Simons
Bennie	Price
Tommy	Acosta
Justin	Martinez
Ananda	Tomas
Margarita	Luna
Debra	Ponce
Tanuke	Smith
Chelsea	Collier
Sharon	McKinney

3**Section 3: Charlotte/Juman**

Pamela	Winn
Thelma	Forbes
Abigail	Cook
Gillian	Van De Cruize
Katrina	Butler
Angelica	Zaragoza
Robyn	Hasan
Betty	Washington
Linda	Walton
Erika	Pettus
Cynthia	Blake
Kathy	Foer Morse

4**Section 4: Tommy/Quiana**

Dennis	Franklin
Brittany	Moes
Peggy	West-Schroder
Katherine	Passley
Ezekiel	Nishiyama
Amanda	Cassidy
Jennifer	Toon
LaToya	Greer
Corey	Prince
Marcellus	Morris
Tiodolo	Delagarza III

5**Section 5: Greg/Anita**

Kelvin	Blowe
Sunny	Kuti
Cynthia	Duckett
Jesse	Dorsz
Kenneth	Edwards
Ronna	Davis-Moore
Eileen	Maher
Kimberly	Haven
Vonunette	Allen
Reuben	Jones
Jay	Vilar
Jerome	Wright

6**Section 6: Bridget/Rosario**

Kim	McGill
Stephanie	Jeffcoat
Kimberly	Dunne
chantell	waterhouse
Diane	Figueroa
Christina	Robinson
Maurice	Woods
Edwin	Paragas
Toya	Vick
Erma	Boone
Anthony	Lenzy

7**Section 7: Natasha**

Latecia	Hill
Carl	Hunter
Janis	Henderson
William	Jones
Christina	May
Phillip	Sample
Blanca	Charun
Monica	James
Darwin	Hamilton
Jeanette	Toledo
Stephanie	Bazell
Sarah	Williams

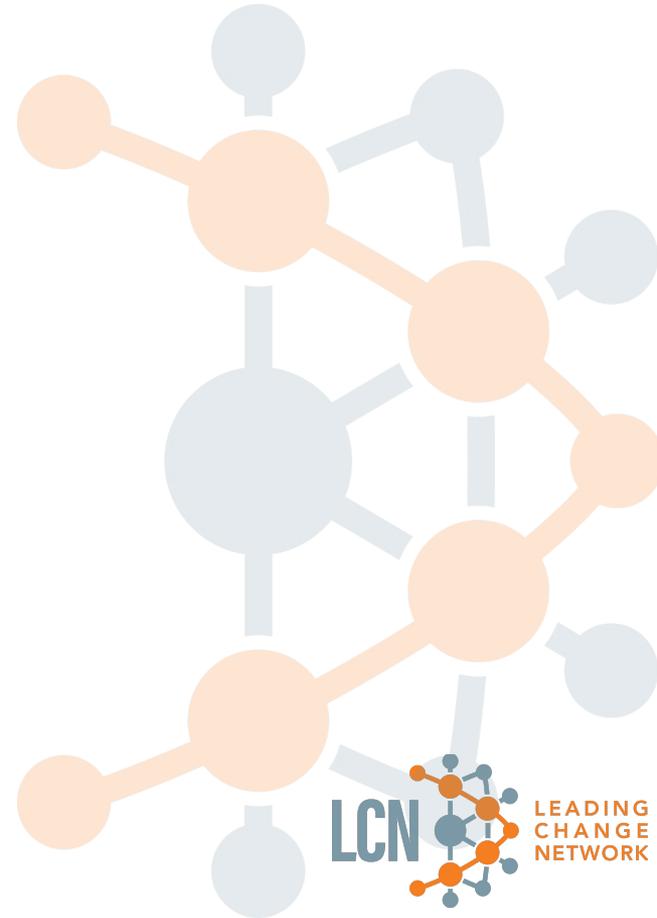
Community Agreements

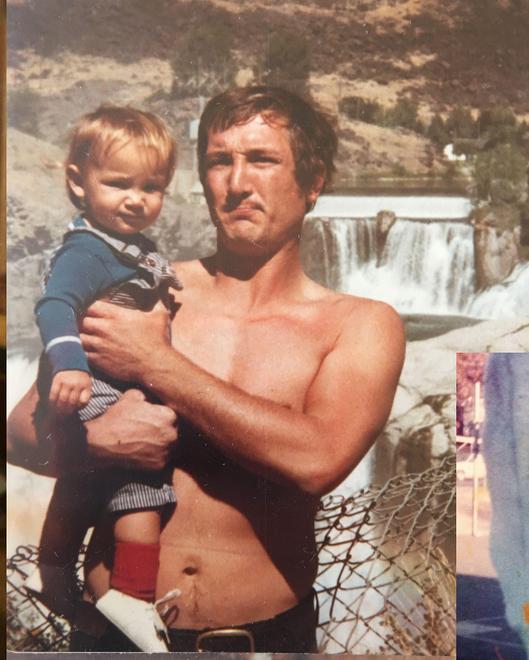
Community Agreements	Community Agreements	Accountability	Energy/Poll
Free to Pee!	Check yourself before interruption	Option 1: Love bomb i.e. pick a random person and throw some love their way.	YES!
To respectfully disagree with one another	Ouch rule - I am affected by the words that are being said, say "ouch". If we are triggered, we are making room to respect people in that space. You can also use the emoji fire or the word fire		
One mic	Challenge Ideas, Not people	Option 2: 30 sec dance party	LETS DO IT
Step up step back	If we stay stuck too long on a topic or discussion, someone can say or chat ELMO - Enough, Let's Move On		
Don't discuss people by name that are not present	First-person language, being mindful of language, people centered language, i.e. a person who has experienced incarceration		
No question is a bad question	Respectful language when speaking with each other		
Judgement free zone	Build up and not destroy		
This is our space keep it real.	Empower each other		
Assume positive intent!	Wellness check ins		
Be willing to open up	Honor time and honor the time keeper		

INTRODUCTION TO PUBLIC NARRATIVE

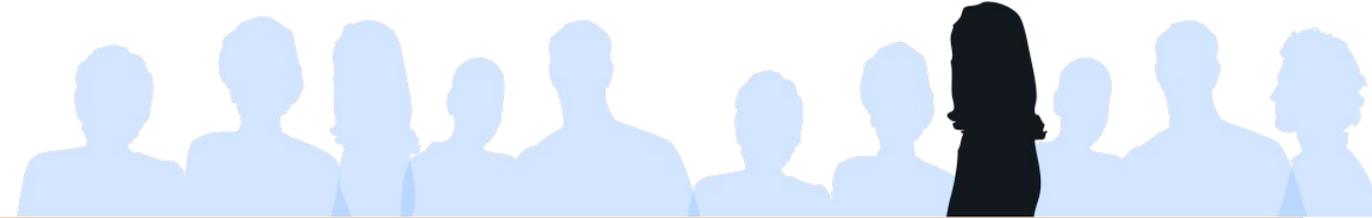
Bridget Cervelli & Tommy Morris
FICPFM Fellowship Program
Saturday September 12, 2021

#LCNetwork





What is Leadership?

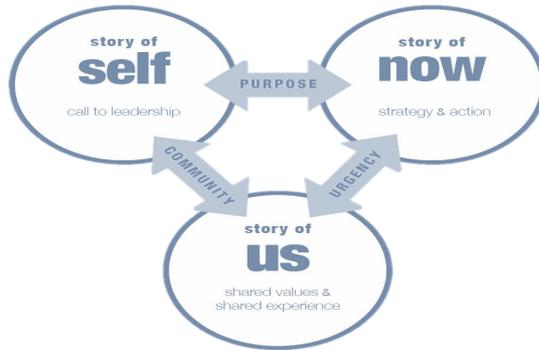


Accepting responsibility for enabling others to achieve shared purpose in the face of uncertainty.



Rabbi Hillel's 3 Questions

1. If I am not for myself, *who* will be for me?
2. If I am for myself alone, *what* am I?
3. If not now, *when*?





HOW

Strategy
Analysis



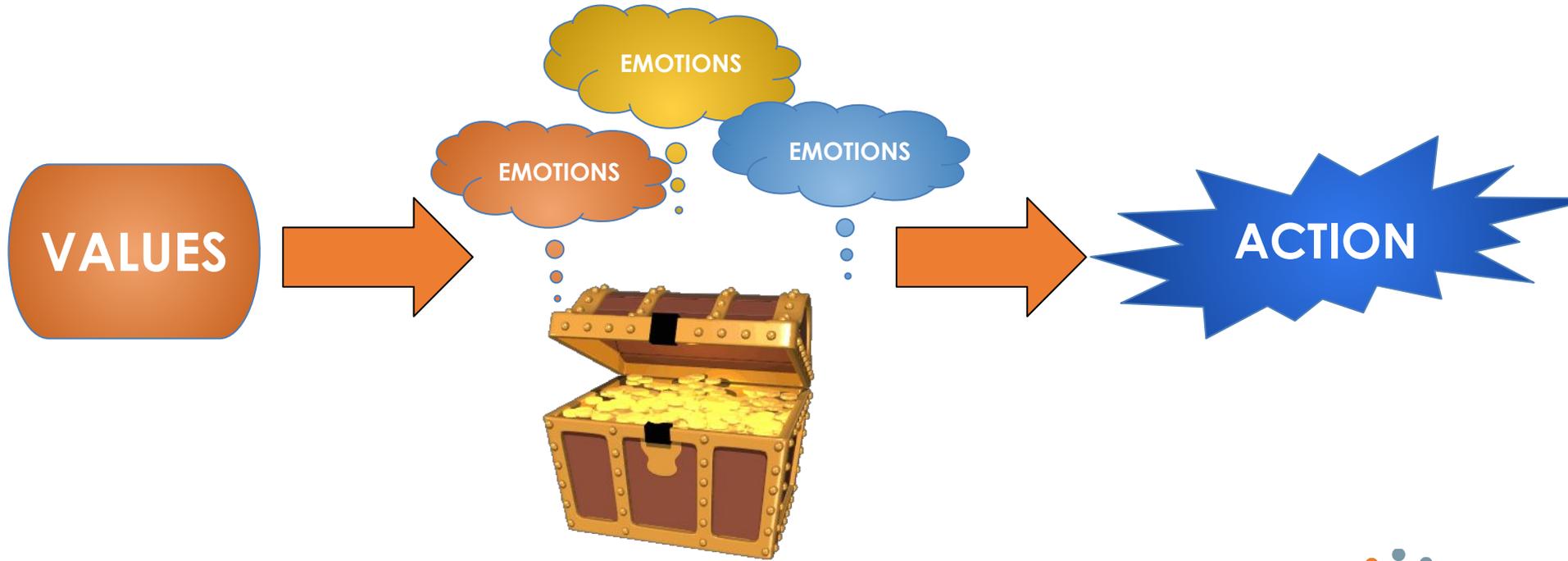
WHY

Story
Motivation



Mindful Action

Values & Emotions



agen·cy \ 'ā-jən(t)-sē \

THE EMOTIONAL CAPACITY TO MAKE MINDFUL CHOICES

AGENCY		AGENCY
INHIBITORS		MOTIVATORS
INERTIA	←	URGENCY
APATHY	←	ANGER
FEAR	←	HOPE
ISOLATION	←	SOLIDARITY
SELF-DOUBT	←	Y.C.M.A.D
	OVERCOMES	PUBLIC <i>narrative</i>

EMOTIONS

STORIES ARE A PARTICULAR VEHICLE THAT CAN HELP US OVERCOME AGENCY-INHIBITING EMOTIONS AND MOVE TOWARDS AGENCY-MOTIVATING EMOTIONS BY DRAWING UPON SHARED **VALUES** AND LEADING US ULTIMATELY TOWARDS **ACTION**.

CHALLENGE

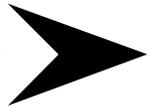


CHOICE

OUTCOME



MORAL



PLOT

Public Narrative



Model of Public Narrative: Maung Nyeu



- When do you hear a Story of Self, Us, and Now? What value(s) run through his story?
- What challenge, choice, and outcome are at the core of each story he tells?
- What details, images, moments bring these stories alive?

Key Takeaways for Maung's Linked Narrative

- **When do you hear a Story of Self? Us? and Now?**
- Gave story of self in the beginning. Memory of fleeing gunshots.
- Story of now, asked people to donate 7 dollars and invited folks to a specific date and fundraiser. Asked them to strategize with him. Gave ppl an opportunity to engage and be a part of the solution.
- Story of Us: If you value like I value, then join me.
- Story of us: value shared of education, speaking to his community.
- Story of Us: we were able to connect his story to our own communities, even though situations are diff.

- **What value(s) run through his story?**
- I don't know what education meant to you but to me it meant not being shot down like my uncle: value on education
- Value on Family, through mom giving that advice, and family being killed.
- Value in community
- Education was a value thread, throughout the story.

- **What challenge, choice, and outcome are at the core of each story he tells?**
- Education was a moment of empowerment for him.
- Edu in his home country is still lacking.
- A specific moment that strikes us that shows a door, a way out. A choice moment.
- Choices- To return to his village/country and build a school. Sacrificed his life savings which is a also a value.
- Outcome: After challenge, he went back to his community, leadership

- **What details, images, moments bring these stories alive?**
- Vivid explanation of his youth. Fleeing moment. "Running up the hills" feel sense of urgency, didn't know what he's running from. Knew danger.
- Asking "Why are they burning my home"
- Sharing young students story beyond his own to share what will unlock his freedom
- Aung: Bricks vs Books imagery, Laboring vs education
- Felt like I was watching not listening to his story.

Linked Public Narrative

linking :
**VALUES
THREAD**

PUBLIC narrative

story **MOMENTS**

SELF

WHEN DID I
LEARN TO CARE?
WHEN DID I FIND **HOPE?**



US

WHEN DID WE LEARN
WE CARE? WHEN DID WE
FIND OUR **HOPE?**



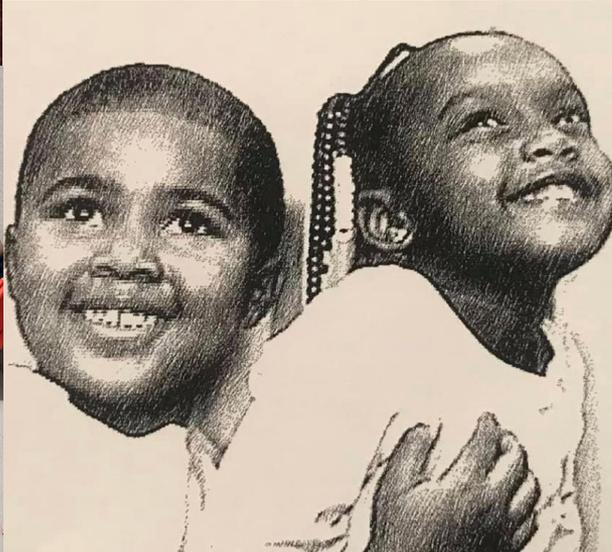
NOW

WHY ARE WE AT **URGENT
RISK?** WHY ARE WE
HOPEFUL? WHAT ARE WE
GOING TO **DO?**



**CHOICE:
ASK**

My Story



CHALLENGE

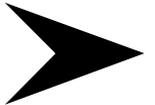


CHOICE

OUTCOME



MORAL



PLOT

Model of Story of Self:

Amal Beydoun



- What challenge, choice, and outcome are at the core of her story?
- What is her source of hope?
- What details, images, moments bring the story alive?

Key Takeaways for Amal's Story of Self

When do you hear a Story of Self, Us, and Now?

- Story of Self: Noted different challenges she was facing. Teen mom.
- Challenge: orphaned and teenage parent.
- Chose: strength
- Outcome: she found confidence and agency; she regained her power
- Choosing to be a survivor, overcomer rather than victim.
-

What is her source of hope?

- Her child, wanting better for her child than she was experiencing.
- Believed she was no longer going to allow circumstances to control her life.
- Her child saw something in her that she didn't see in herself

What details, images, moments bring the story alive?

- Vulnerable in her story.
- Child's look at her "eyes looking up at her"

LIVE COACHING



Story of Self: Pitfalls to Avoid

DO:

- ✓ Share experiences.
- ✓ Pick 1-2 choice points that relate to your calling to be here today.
- ✓ Tell a personal story, in which YOU are the main character.
- ✓ Be specific, vivid, clear...see it, hear it, feel it.
- ✓ Share what gives you HOPE!

DON'T:

- X Give your resume.
- X Tell your whole life story from birth to now.
- X Tell a story about the issues only.
- X Be abstract.
- X Make it all about the nightmare.

5 MINUTE BREAK

(PLEASE DON'T LEAVE THE ZOOM ROOM)



Practice Your Story of Self in Sections

You'll now have 65 minutes in section to share your story of self.

Reminders:

- Have a Growth Mindset
- Don't strive for perfection, embrace the practice
- Story of Self is an origin story
- Consider what calls you to this work

Key Takeaways for Story of Self Practice?

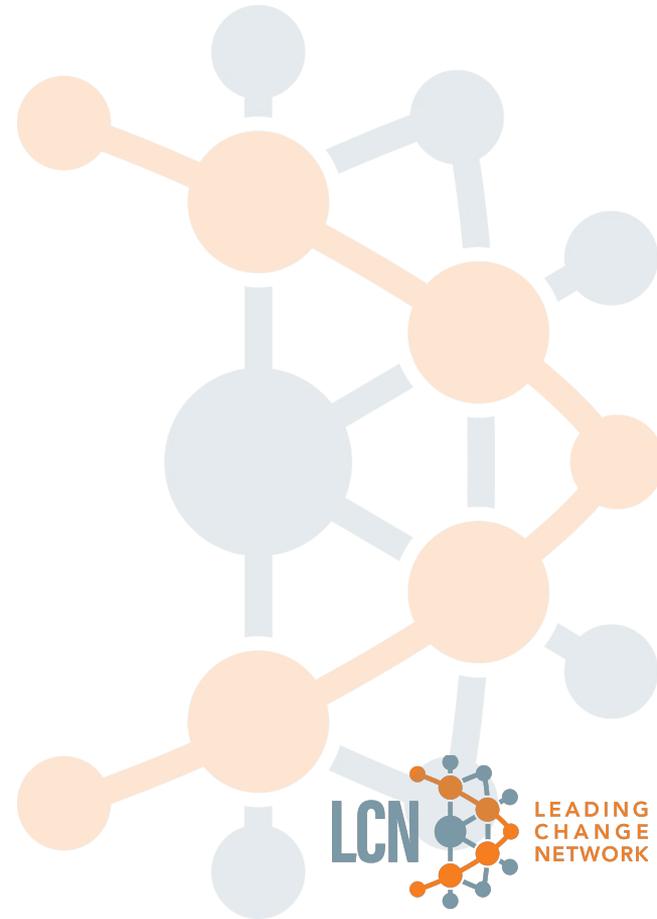
- We want to know when! When did the value show up i.e. Stephanie's strength through spirituality. When did it click.
- Be concise with your story. People said a whole lot in a little bit of time. Holds attention and gets point across.
- The power of story!
- Keep crafting, keep craftin!
- Clear outcome, clear climax, an emphasis on craft, ending on hope
- Find your moment of change,
- Our story can be a pathway to our purpose
- Value and worth
- Find the key moments and illustrate them as vividly as possible.
- to be cleared and every story is powerful
-
-
-

-

INTRODUCTION TO BUILDING RELATIONSHIPS

Greg Whittington
FICPFM Fellowship Program
Sunday, September 12, 2021

#LCNetwork



My Story



Offender
Whittington, Gregory Lee-3570679
 Date of Birth: 8/24/1967
 Current Booking: [Blank]
 Current Bed Assignment: [Blank]

Offender Image



WOOD
 WHITTINGTON, GREGORY
 22790-1

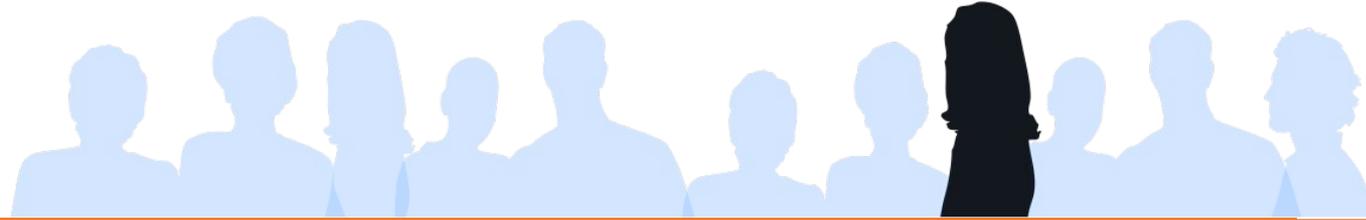




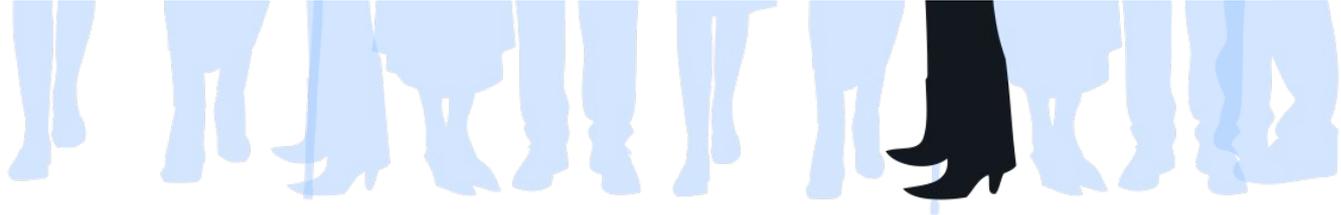
The Family of
Convicted People



What is Leadership?



Accepting responsibility for enabling others to achieve shared purpose in the face of uncertainty.

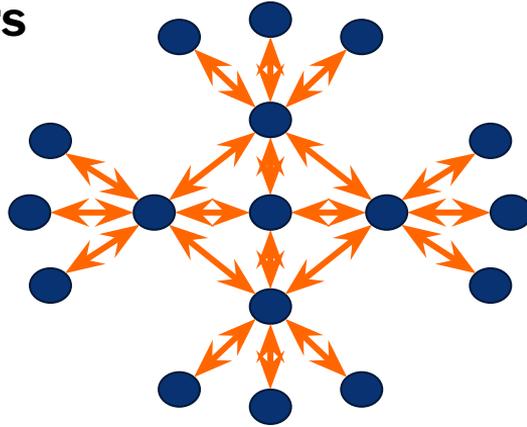


WHY DO WE BUILD RELATIONSHIPS?



Build Commitment

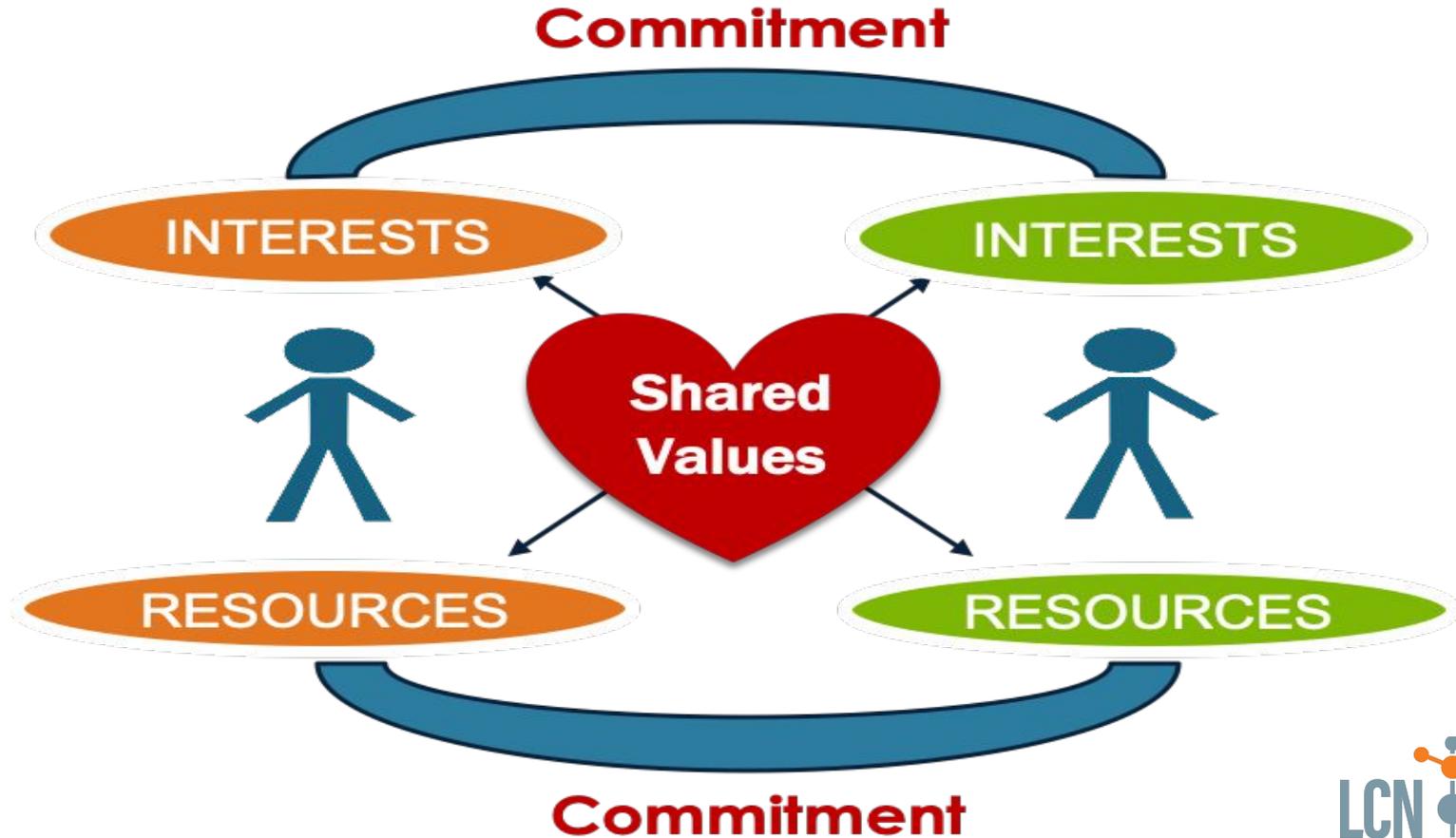
Surface New Leaders



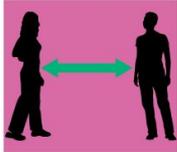
Create Power



Values, Interests & Resources



HOW DO WE BUILD RELATIONSHIPS?



One to Ones



House Meetings

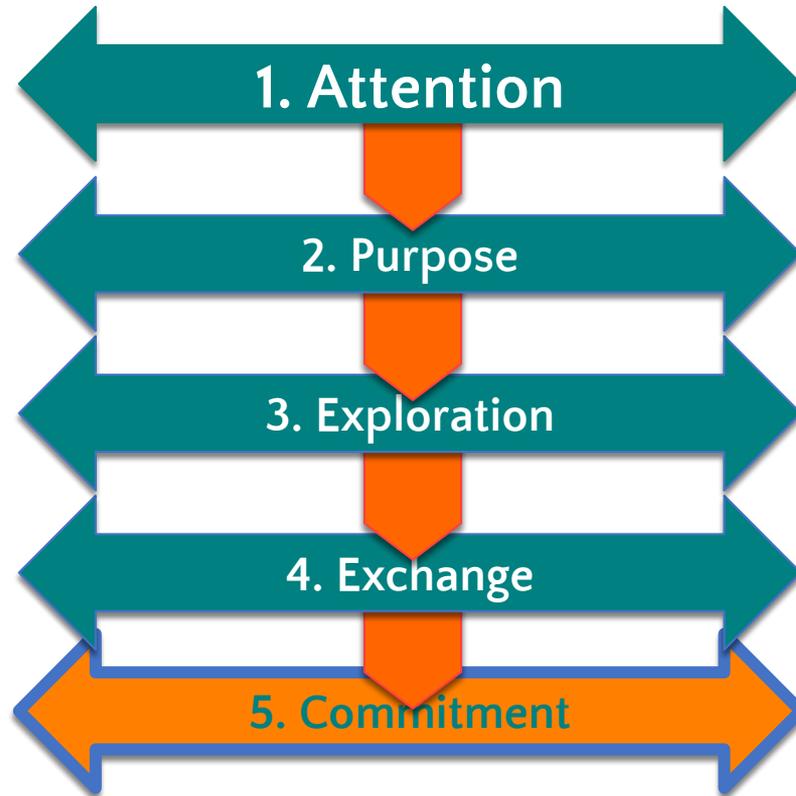


Organizational Mtgs



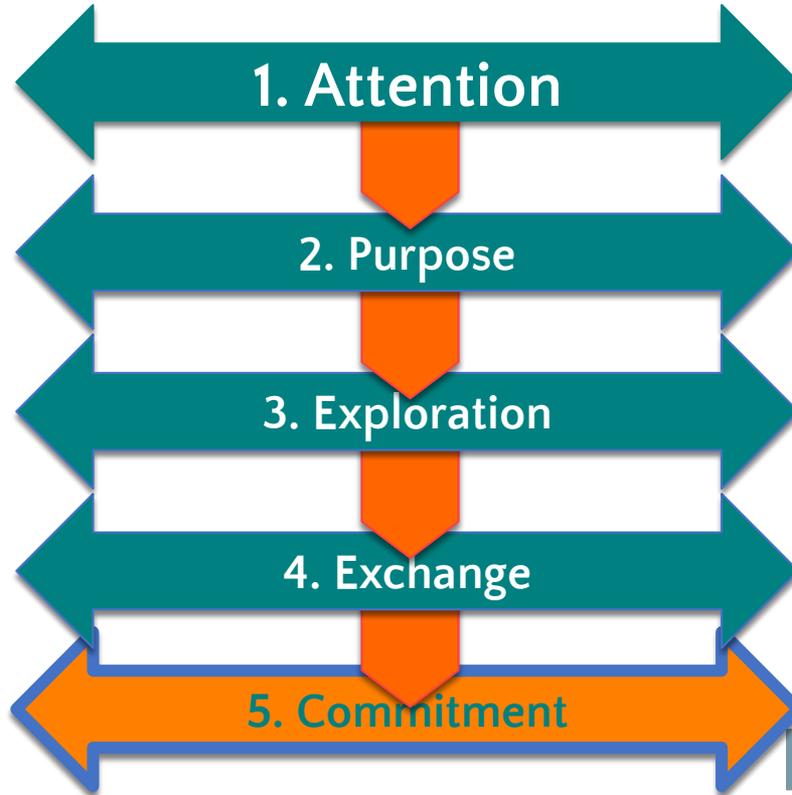
Team Meetings

THE ONE-TO-ONE MEETING



FISHBOWL: A 1:1 MEETING

Organizer: Miya
Organizee: Anita



Practice One-on-One in Pairs *20min

ROLES: Organizer & Constituent (Timekeeper)

Round 1:

8 min. Organizer Uses
5-step
Framework

2 min. Feedback

SWITCH

Round 2:

Organizer Uses
5-step
Framework **8 min.**

Feedback **2 min.**

TIPS: Don't focus on the work immediately & Use courageous questions

LISTEN FOR: Common Values, Shared Interests, Skills & Resources



What Are Your Key Takeaways for Relationships?

- Have to work on being less transactional.
- Cold calling/reaching out to someone to make a connection is difficult, a skill to be built
- Remembering to do the exploration component.
- It was easier once I started--I'm a speech giver/in my head, being one on one, interpersonal gives me anxiety. Talking it started naturally flowing
- Its worth doing 1:1s even with people you know really well.
- there's always something to find in common. just takes time. - intuition to ask the right thing to find that thing in common. Sometimes the relationships can be with folks that don't agree with us, when we are taking time to find things we do have in common, opp points don't matter as much. Who do I need to build with?
- have faith in the process.
- The understanding that the other person was as interested in the work I do/want to do was in my mind - if we were both invested in our goal, then we could find a direction to collaborate.
-
- not negotiating but finding common ground just being open to a new way to Coach
- Getting over fear to do the assignment. When my partner spoke felt a connection. Her story made me grow.
- Story invited them into each other and the work we both do and how they tie together.

Day 2: What Are Your Overall Key Takeaways

- This is all new - this method of coaching, building - so I want to practice not always giving answers or negotiating, but finding common ground and building from there
- How powerful our public narratives can be especially when we make them concise
- Through this journey in this training I truly found my next mission. My next mission is the coaching industry ICF/ACC/PCC/MCC
- Capture the MOMENTS in our stories
- Using our story as a way to find our purpose in our work
- TEAM COACHES! :)
- Self, Us, Now - Build commitment, create power!

-

Plus

(supported your learning in today's session)

- The coaches!
- Loved the number of breakouts
- Out of comfort zone
- Handouts
- Stories & coaches
- Everything and everyone was great
- Breakouts with coach
- Practice
- Relationships building and narratives shared
- Practicing the unfamiliar in 1:1
- 1:1 structure + stages
- Great crew overall
- Trusting
- Hearing the stories of group members
- Through this journey in this training I truly found my next mission. My next mission is the coaching industry ICF/ACC/PCC/MCC
- New coaching method
- Lesson on story of self
- When coaches come in to check on us when we're struggling

Delta

(how we can better support your future learning)

- Out of comfort zone :)
- Not too fond of powerpoints
- Uncontrollable interruptions
- I was paired with someone I knew really well
- Not really knowing what questions to ask in 1:1 (but coach says it comes with practice)
- Time - Long day
- Parting with one another for the day
- 2 mins to orally tell story is quite time limiting - 3-5 mins would be better

Reminders & Next Steps

- ❑ Fill out the Pre-Fellowship Survey & Talent Survey
- ❑ Join Google Classroom (with personal [@gmail](#) email)
 - ❑ Please contact Sam Gonzalez for Tech Help (sam.ficpfm@gmail.com)
- ❑ Complete Weekend Workshop Homework
 - ❑ Draft and Submit Story of Self
 - ❑ Complete Google Form for 1:1 Goals
 - ❑ Readings for Session #3 - Building Shared Team Structure
- ❑ Fellowship Rhythm is Changing
 - ❑ September: 16th, 23rd, 30th; October: 7th
 - ❑ 1pm - 4pm PT / 3pm - 6pm CT / 4pm - 7pm ET (join 10 min early)



Google Classroom

Session 1-2: Weekend Introductory Workshop ...

 Sam Gonzalez posted a new assignment: Assignment WiW Due Sep 15, 11:59 PM

Posted Sep 10 Assigned

Story of Self

 Add class comment... 

 Sam Gonzalez posted a new assignment: Assignment 1:1 Due Sep 15, 11:59 PM

Posted Sep 10 Assigned

 **Session 2 Assignment - 1:1**
Google Forms

 Add class comment... 

Post Debrief Agenda (30 min)

- **Check in (30 seconds) - Kortni**
 - Chat 1 word to describe how you're feeling coming out of today's session
- **Focusing on breakouts (3 min) - Kortni**
 - 1 rose (what you did well), 1 thorn (what you struggled with), 1 bud (area of growth)
 -
- **Gallery walk (2 min) - All**
 - Review and add + next to the thorn that resonates most/you feel most curious about
 -
- **Discuss themes from breakout (7 min) - Nneka**
 - 1 min for facilitator's explanation
 - 6 min for group coaching (use stack)
- **+Delta from the day (5 mins) - Kortni**
- **Reminders/Questions(5 mins) -**
 - Prep and/or next session

Session #2 - Rose/Thorn/Bud

- 3 min to write
- 2 min to review and add a +

Section	Rose (1 thing the facilitator did well)	Thorn (1 thing the facilitator struggled with)	Bud (1 area of growth)
Jeremiah/Sadie	(Sadie) - Small re-energizers following big group meetings.+++ JN- same ^	(Sadie) Time management in breakouts++ JN- in 1:1s balancing time	(Sadie) Quickly addressed & responded to prominent pitfalls and coaching needs of (individual) group members. PIVOT! lol JN- maybe put 2 min pad into 1:1 to prep or discuss..
Steve/Mari	Mari for Steve: playing soccer coaching with the group and bringing in their reflections+ Steve for Mari: great team partnership+ (+) Mari for self: Coaching questions during personal narrative	Mari for steve: could have done more direct coaching with storytellers + Mari for self: staying on time/energy in the room Steve; got stuck for a sec in my thoughts	Steve:yes and break out sessions went better today Mari: thoughts on accountability for group members who dropped off or left mid training.
Charlotte/Juman	(Charlotte)- kept pace of the teaching. Watching Juman coach one participant, I learned SOOO much! (J) — Charlotte did well re-capping key learnings to help participants in their exercises++	(Charlotte)Allowed the participants to run over on time (J) I also allowed participants to run over time (but also the stories were particularly emotional so it's hard to cut someone off at such moments)	(Charlotte) Be more deliberate with cutting ppl off (J) Get participants to be more interactive+
Tommy/Q	Q-I was able to jump in and help my team get back on track when they ventured off and then hop right back out+ (Tommy)- did exceptionally well with keeping up with the flow of the training and jumping in to reel folks back in without giving them what he was looking for but coaching them to it. T - I felt did better with time. I thought today was my best story of self yet (hopefully yall agree). Q is always attentive and right on track of the Agenda	Q-Personally wasnt comfortable today but made it work + T- Work on finding more ways to affirm and lift up what is stated on slide or verbally, strengthen the context	Q- (Tommy) working together to get folks where we need them to be in OUR breakouts without crossing each other T-More preparation for facilitating the breakouts.
Greg/Anita	Anita was exceptional at prepping me as we went and	Learning to navigate how to use the program and feeling	Anita and Miya quickly coming to my rescue

Pluses and Deltas from the Day

Plus from the big group	Delta from the big group
<ul style="list-style-type: none">• All the Trainers were really good today!!!! ++(+)+• Learned SO much from big group!• 1:1 model was great• Engaging participants throughout was good• Kortni's GROUNDING!!!!!! +• Team management• The emails in the am and then running through them (with links) so helpful and amazing• The up-fronts were AMAZING++•	<ul style="list-style-type: none">• Debrief slide could be on two slides to avoid scrolling issues + or on a google doc• I felt like during the upfront debriefs sometimes the debrief was concentrated around a few participants, would love to see some more warm calling of quieter folks in the future. +• Sometimes participants in the one on one breakouts on their own were confused as to how to begin the exercise, I think adding some time at the beginning of the breakout for them to review the handout would be helpful• Amal's video sound quality (but good come back with the replay)• More clarity on the set-up for pair work (maybe have someone repeat back in large group the process)• Recommend that 1:1s are across sections instead of within, since they've just heard each other's story of self - would be good to share with a person they haven't done that with yet (+)• ATTENDANCE - we had $\frac{1}{3}$ of our section today (+)• Riding the bike take practice• Nomination of PN was a bit confusing (let's think of a way to avoid disappointment of the people whom we asked permission to nominate their names but didn't end up speaking)
Next Steps	
<ul style="list-style-type: none">• Email to Sections• Check homework• Finish 1:1s with sections this coming week.	

THE Organizer's Journey



NOTES BY JONAH EVANS, ADAPTED FROM MARSHALL GANZ' 'ORGANIZING NOTES' © 2012