

## Reimagine Work, 5th October 2018 — feedback for facilitators

Please offer facilitators your thoughts on their session.

Tag your comment with your name if you like, but it's not necessary

If you'd prefer your own session not to receive comments, feel free to remove it.

Time	Session	Comments – use Alt+Enter (or Option+Enter) to create a new line in the cell
9.30-10.30	Making the Stretch to Teal —Ali Wooding & Sarah James Wright	<p>Ali and Sarah form an amazingly strong duo, they started off explaining how organisations as well as individuals can stretch towards Teal. With consent from the group they then facilitated a constellation for someone who was asking to be coached. This person gave us a description of the mental difficulties and physical boundaries that prevent him from stretching towards a radiant and unchained 'self', a description that most of us recognised from our daily lives. And this made it possible for many of us to learn from his experience and his transformation during the workshop. - Well done ladies! a very deep and touching experience. - Michaela Broeckx</p> <p>I echo Michaela's sentiments entirely and was the said individual exploring the constellation. Sarah and Ali have an amazingly powerful partnership which creates levels of safety I very rarely experience outside of these workshops. I have told Ali in person and repeat she demonstrates a level of emotional intuition I aspire towards. Sarah/Ali thank you for the gift you gave me and the opportunity I have had since to work through my thoughts. - Tony Richards</p> <p>I loved the way you held the space and invited me into the constellation. Great energy, and great learning. - Olaf</p> <p>This session made me feel at home with the community. - Anton</p> <p>I liked the session and I was interested to see how it recouped with other systemic practices. I feel like it would have worked better by involving all the participants however. The unfolding is a very personal experience and spectating it cannot share into the experience so well. It can appear sometimes as a magic show. Thanks, philippe</p> <p>I have a little experience with constellations but in a more personal context so it was very interesting to observe this in this 'Reimagining work' context. I enjoyed both Sarah and Ali's (and the participants) sensitive interventions. Jon Sleeper</p>
9.30-10.30	Hierarchy —Michael Küsters	<p>Thank you for introducing me to this idea in this way. I'd love to revisit this topic in more of a workshop setting, and to hear more about your experience actually working in a hierarchy. Really found the ideas in the slides useful. Kathleen Bright</p> <p>Interesting concept. I was really sorry that so much time got lost sorting out technical circumstances. Would have loved if Michael would have just sat down with us and discussed his ideas. I loved how Michael has a knack of convincing the sceptic with a smile and a gesture of kindness :-) - Francis Laleman</p> <p>I really loved the ideas presented in this session. It would have been great if we had more time to discuss &amp; explore them.</p>
9.30-10.30	Quaker Business Method —Eoin McCarthy & friends	<p>Was very useful to see in action how the silence can express the general feeling or mood of a group, and how the process of making decisions could be improved if we express our agreement or disagreement in a different way, opposed to the usual way of yelling and trying to make our own point of view shine against others. Paula</p> <p>I liked the invitations and that we had a child among ourselves. Very interested in finding out about the Quakers.</p> <p>Quakers ! Starting with silence! This was a brilliant exercise and experience perfect example of emergence. Thanks for introducing this method. I will be exploring more. (Raghav)</p> <p>This model is very practical and easy to use. We typically use the Nancy Klein's time to think model. In many ways they are similar, I really enjoy the silence and space I really</p>
10.40 - 11.40	The Theory U methodology —Flavio Fabiani & Jake Esman	<p>I loved the exercise with introductions and will use this in future workshops. Really powerful. I'd love to explore this topic with more time, as I felt there was a lot I was trying to absorb in a short time. Kathleen Bright</p> <p>This session made me realise I need to dig a lot deeper into Theory U. I really appreciated the moment Flavio and Jake took to share a little about who they are during the session. - Tony Richards</p> <p>I am torn about this session. Liked many parts of it. Felt that the ego of the presenters was very present, however from my perception not very consciously with them. - Anton</p> <p>Theory U, long back I attended few sessions online, but you guys were too good. I got the essence of this principle. Thanks Flavio and Jake for giving the taste of it. (Raghav)</p> <p>I turned up to this session by mistake and wasn't sure what to expect. In the end I really liked it. The interactive format worked well. Theory is interesting. The community work is honorable too. Philippe</p> <p>I'm new to Theory U and I found the topic interesting. I was touched by Flavio's and Jake's personal comments and their interest in imagery. The notion of how each of us sees different things when we look at an image is fascinating, particularly when it comes to the world of coaching and helping people to achieve generative change. Jon</p> <p>I really enjoy the authentic space you created. A great introduction to Theory U. Would love to learn more in depth.</p>
10.40 - 11.40	Lets change the playbook —Dan Brown	<p>Hey Dan, It was great to meet up with other Agile coaches to find answers to your challenges, and to define what it is we really try to do in the first place.. helping people grow. And it feels good to know that we're all struggling at times. - Michaela Broeckx</p> <p>It was great to chat to others who are also asking big questions about what we do and why. Alex</p> <p>Great reflection exercise and good to know others are in the same boat! (Michael Küsters)</p>

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10.40 - 11.40	Enemy Love I —David Blower	<p>David is a fantastic story teller and Priya did her bit too! - In the end, however, I am left with questions about the characters and the story. I admit: somehow I seem to have less trouble getting into the message in the case of Buddhist stories ... and the jatakas are loaded with "enemy love" narratives. :-) - Francis Laleman</p> <p>Intense, insightful, connecting, mind-blowing... loved it. still talk about it, has already affected what I do... more please. - Olaf</p>
11.50 - 12.40	Creating Anti-Fragile Relationships —Mike Haber	<p>We talked about feedback in the session already. Great structure, good concept, liked the flow - more attention on anti-fragile and relationships and less on the other parts of the model would have made it better for me. great session. - olaf</p> <p>This session was like loaded (healthy) burger!! So many important and interesting topics. Last few days I read bit about Taleb's work. Thanks for the session. (Raghav)</p> <p>Interesting idea and exploration. I wish we stuck more to Business/IT topics. Like with Cynefin, we tend to simplify it by taking example from real life / outside of the context we are trying to use it for. It then raises the question of where does that apply. I wish we could have explored more those Fragile/Robust/Anti-Fragile with real business/IT examples. -philippe</p>
11.50 - 12.40	Sharing Amazing Experiences at Work —Eoin McCarthy & Helen Taylor	<p>I absolutely loved the methodology and I was really surprised at the level of meaningfulness that our conversations reached within this rather tight structure of constraint. Thank you and all the other participants for so kindly accepting and welcoming and embracing our daughter Amalya in this workshop. - Francis Laleman</p> <p>This was a valuable session and offered a rare opportunity to get behind what "amazing" means - perhaps it would be better to call them "significant" or "meaningful" experiences. "Amazing" seems a bit OTT to me. - Martin</p>
11.50 - 12.40	Liberating Structures —Kathleen Bright	<p>Just the revelation that an App exists with all of the liberating structures listed made this session worthwhile. The exercises Kathleen got us to practice were really useful through their experiential nature. Thank you so much for putting my in contact with Sharon Dale and I'm really looking forward to attending the meetup on liberating structures in Leeds. - Tony Richards</p> <p>Completely new to Liberating Structures. I got the state of it and it felt like an appetiser leaving me wanting to taste some more. Thanks Kathleen. Jon</p>
lunch	Enemy Love II: Sympathy for Jonah, live concert by David Blower	<p>This was a great moment to recharge and having the children in the room was so magical. I mentioned it at the close of the day and I'd repeat this is the most diverse and inter-generational event I attend. I'm coming back for more Tobias ;). - Tony Richards</p> <p>Loved it. spellbound. bought the album immediately :-) olaf</p> <p>Super!!!.. Thanks for this idea... I enjoyed it .. You are very talented David !! (Raghav)</p>
14.10 - 14.50	Shades of Leadership —Tomasz Wykowski	<p>Nice ideas which need more development, possibly combined with Cynefin or something like this. I particularly feel that we should not see those shades as a linear progression. There can be a correlation to business maturity but every business needs to dip back into startup mode to innovate. So navigating the shades might be the next level to think about - philippe</p> <p>Some interesting ideas but I agree they need a little more development. I guess the best way to do this is at a place such as Reimagine Work. Thanks for sharing your ideas at an early stage. Glenn</p>
14.10 - 14.50	Creating a Space beyond Right and Wrong —Olaf Lewitz	<p>We will never fully understand or respect everyone's opinion, but there is light at the end of the tunnel, we can find a common ground where we agree on being at least tolerant with each other. Olaf lighted up the fire with a Brexit discussion and surprisingly we all changed our sympathies a couple of times. Paula</p> <p>I liked how constellations propelled the political discussion. A brave attempt to take a real topic that is right now and here and bring it into motion.</p> <p>Was great to observe the group dynamics and definitely a great experience to have the standpoint be a physical position (Michael Küsters)</p>
14.10 - 14.50	Spiritual Intelligence (SQ) - and me (and you) —Mat Hayes	<p>Thank you for being so open and vulnerable with us. You paved the way for such deep sharing and showed us the power of not being an expert, which I found very inspiring. Kathleen Bright</p> <p>Kathleen has said it: the power of vulnerability. Great going, Mat! - Francis Laleman</p> <p>Mat you keep astonishing me with your journey as I discover just how much you work on yourself. The session was very emergent and at the same time very thoughtful. I'd allow more time for discussions or keep the groups smaller as the areas we explored were significant and those involved needed the space/time to process. You are an inspirational chap [...] - Tony.</p> <p>Thank you. It was just like you are talking my story ! It reminded me of Zen saying that the best place to stand is "I don't know !" – Thanks showing the way. (Raghav)</p> <p>Thanks for sharing your own personal story Mat - Jon</p>
15.00 - 15.40	The Power of "Being" —Raghav Mithare	<p>Very simple and powerful message, skillfully demonstrated and described. Well done Raghav.</p> <p>My own session . Every time I talk about this topic, I feel a shift in my own being. I'm glad that I could drop the thought "Only six people!" and focus offering the essence of power of being. Thanks for people who attended and for the opportunity. (Raghav)</p> <p>I really enjoyed sharing this time with the other participants and Raghav. Jon</p>

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15.00 - 15.40	Unhurried Conversation —Antony Quinn	<p>Cool exercise that helps and eases the pain when talking in a group, what sometimes can be a bit stressful; being interrupted, frustration about having a lot of things to say or none at all, and the pressure of having to say something in reply. Paula</p> <p>A very good exercise, one which helps to draw out quieter voices. - Martin</p> <p>Agree with the above. I'm going to try using this with some of the teams I work with. Thanks for the session! Alex</p>
15.00 - 15.40	ikigai for the people —Francis Laleman	<p>I've already found what I learned in this session really helpful for thinking about my life; it's helped me to continue work on myself and living a better balanced life. Thank you I'd have liked a better balance (!) amongst the areas, especially with more time on the last 2 (kindness and grace), as these were more complex to understand. Kathleen Bright</p> <p>I wish this session had been long enough and the space large enough for us all to get involved. Great way to share and explore a very complex idea. The moments of dialogue between yourself and your daughter were a privilege to witness. - Tony Richards</p> <p>great presentation, engaging especially with your daughter and Rook - I'd have loved to get active myself. -olaf</p> <p>I really enjoyed this session. I believe that we still have a lot to understand about the Toyota Way. Much has been written about the process and we are starting to write more about the culture (thankfully so!), and to understand the culture, we need to dig much deeper in the Oriental culture. This session was a good door opener to this. The presentation style was great too and bringing the candid interaction with your daughter was just marvellous. - philippe</p> <p>I'm not sure I can add much beyond what has been written above other than to say I really loved the session.</p> <p>Loved both the storytelling and the approach. And thanks for broadening my horizon. (Michael Küsters)</p>
15.50 - 16.20	Journey of Mindfulness in the workplace —Chunfeng "Breeze" Dong	Nice touch on neuroscience and mindfulness. Would be nice to have more time.
15.50 - 16.20	Focus or awareness. What makes us faster as a team? —Sven Ihnken	<p>Sven made his case. Simple and effective. Practical evidence for sceptics. Paula</p> <p>This was one of the simplest and yet most powerful sessions of the day for me. It's still echoing around my head a week later. Glenn</p>
15.50 - 16.20	Enemy Love III: Invocation —Tobias Mayer	<p>Great exercise Tobias, I'll keep this in mind next time I get a parking ticket, or a tax invoice ;) Although we had too little time to practice the technique with our personal stories, it's a simple tool that we can use to feel more connected to our 'enemies' and we can definitely help others to see situations from another angle. This can be a really valuable exercise in toxic environments. Thx - Michaela Broeckx</p> <p>Very much liked the exercise and had several aha-moments on how people understand what "empathy" is.</p> <p>It was most interesting session and experience. Good to see language constructs affect our experience. I'm still intrigued by this concept. (Raghav)</p> <p>Interesting to explore the language of it, you, thou and I and the impact that has one us at a deeper level. I had not attended the other session on 'Enemy Love' unfortunately. Jon</p>

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	General Remarks... or offers of help for RW4	<p>I would love to help next year. I don't know in what way though :) One thing I'd like is for after the day is over to have somewhere we can continue conversations that isn't a pub. I'd be happy to help find a way to make this happen. I'd also be happy to help with food &amp; allergen labelling. Kathleen Bright</p> <p>Like Kathleen, I volunteer to help out with this next year! - Also, as already discussed with Tobias, Michaela and I volunteer to do an additional edition of this, on a much smaller scale, at our house in Antwerp. - Francis Laleman</p> <p>Tobias we have spoken and provided I can keep the date secure, which I have managed successfully for all 3 sessions to date. I'm definitely along to support and create an environment for newcomers who are ready to explore. - Tony Richards</p> <p>Didn't know what to expect from this experience. My takeaways are unquantifiable but still don't know what to expect from next year's, but I am expecting it. Thank you all! Paula</p> <p>Am thinking about copying it and bringing it to Berlin. May be in German. -Anton</p> <p>There is something unique about this concept may be Tobias should share more its principle so that it can be recreated in other parts of the world with the same essence (Like TED ) , Next year I'm happy to support in whatever I can. Ash thanks for the posters !! Tobias and team Thanks for organizing !! Thanks for all the people who could make this event happen. (Raghav)</p> <p>The venue was excellent: having the roof terrace and lots of sunshine helped with the informal conversations that are such a valuable part of events like this one. I sensed a a feeling that some participants I spoke with would appreciate ongoing contact.</p> <p>It was a very interesting first visit for me. Thanks to each of you for being so welcoming. I've already got a couple of ideas about how I might be able to make my own small contribution next time around. Jon Sleeper</p>