Working Agreements for Courageous Conversations

Open the Creating Out Loud “Working Agreements for Courageous Conversations” Discussion Guide
Agenda

1. Being here
   • Acknowledging Country
   • Personal introductions

2. Briefly read or review:
   • Courageous Conversations
   • Working Agreements

3. Individual reflection

4. Group discussion

5. What next?
Acknowledgement of **Country**

- The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which we meet.

- We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country.

- We recognise their valuable contributions to Australian and global society.
My name is …
I’m calling in from …. Country
My pronouns are ….  
[describe your work / creative practice]
Courageous conversations

Rethinking important questions

Taking risks

Possibility of mistakes

Reaching new realizations
The wisdom is in the group
Set your own pace
Maintain confidentiality
Hold space for difference
Be curious
“Listening is a magnetic and strange thing, a creative force… 

When we are listened to, it creates us, makes us unfold and expand.”
When things get messy…
Compassion
Develop a Working Agreement for your circle

✓ map your shared expectations
✓ include general AND logistical points
✓ optional: choose a facilitator / timekeeper for next week
<table>
<thead>
<tr>
<th>General expectations</th>
<th>Practical expectations</th>
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</thead>
<tbody>
<tr>
<td>• confidentiality</td>
<td>• commit to the group process</td>
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<tr>
<td>• authenticity</td>
<td>• turn off cell phones</td>
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<tr>
<td>• openness</td>
<td>• be on time</td>
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<tr>
<td>• respect</td>
<td>• check before inviting anyone new to join the circle</td>
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<td>• non-judgement</td>
<td>• specific details about when, where, how often, for how</td>
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<tr>
<td>• constructive mindset</td>
<td>long the circle will meet</td>
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<tr>
<td>• two-way sharing</td>
<td>• whether / how circle members will stay in touch between</td>
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<td>• listening deeply to each other</td>
<td>meetings</td>
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<td>• take care of one another's vulnerability</td>
<td>• what to do if you can’t attend a session</td>
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Individual reflection

Think about your past experiences of working with others in a small group.

- What helps you do your best work in a group?
- What has worked well for you in past groups?
- If past groups have not worked well, how might this peer coaching circle be better?
- What do you need, in order to participate fully and bring the best version of yourself to these sessions?
Group discussion
Share your reflections, and listen to others’ experiences.

• Jointly develop a set of general and practical expectations that all circle members can agree on.
• It often helps if one person writes down your Working Agreement, and sends a copy to everyone else after the meeting.
What one step will you take before the next meeting?

- a specific action
- may build on content from today's session OR make progress towards your own personal / professional goal(s)
- your circle will ask you about it next week
Thank you

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