

Creating Out Loud: Building community





Overview

Purpose

This meeting has two purposes:

- to help you begin exploring your personal and/or professional goals, and
- to begin building relationships among circle members.

Agenda

Activity	Suggested timing (60 minute meeting)	(75 minute meeting)
Being here		
• Acknowledging Country	5 minutes	5 minutes
• Check-in**	10 minutes	10 minutes
• “Most creative person” **	10 minutes	15 minutes
Individual exercise – Knowing yourself	5 minutes	5 minutes
Group discussion – Building relationships**	25 minutes	35 minutes
What next?	5 minutes	5 minutes

*** These activities may take more or less time, depending on how much your circle’s members wish to share. Feel free to adjust the timing to best match your own circle’s conversation.*



Being here

Acknowledge the Traditional Custodians of the Country on which you are meeting, and pay respects to their Elders – past, present, and emerging.

If this is your first meeting...	If this is not your first meeting...
Share your name and how you are currently involved in the arts and culture sector...	<p>Tell your circle about the step(s) you took since your last meeting...</p> <p>If you did not take the step(s) you planned to take, share one thing you learned or one thing you enjoyed since the last meeting...</p>

Who is the most creative person you know?

Why?



Individual exercise – Knowing yourself

Peer coaching is a form of relational support, which means building and deepening relationships is at the heart of its success.^[1]

Peer coaching develops self-awareness through a cycle of structured and appropriate 'self-disclosure, deep listening, empathy, giving and receiving feedback, managing conflict, self-regulating, and taking responsibility for yourself and your actions.'^[2]

The 'Daisy model' is one way to begin this process with your circle.^[3]

1. In the space provided on page 6, draw a small circle in the centre of the box.

- If you already have a personal or professional goal you would like to pursue with the support of this group, write it in the centre of the circle.

TIP: *Your goal should be something you are willing to discuss in this circle.*

- If you don't have a goal yet, write your name in the centre of the circle.

2. Draw several petals around the circle, making a daisy. Put some petals towards the front, and others behind.

3. In each petal, write one thing that led you to your specific goal, or that makes you who you are today. Some suggestions are in the purple box below.

TIP: *Put things that matter most to you in the front petals; other things can go towards the back.*

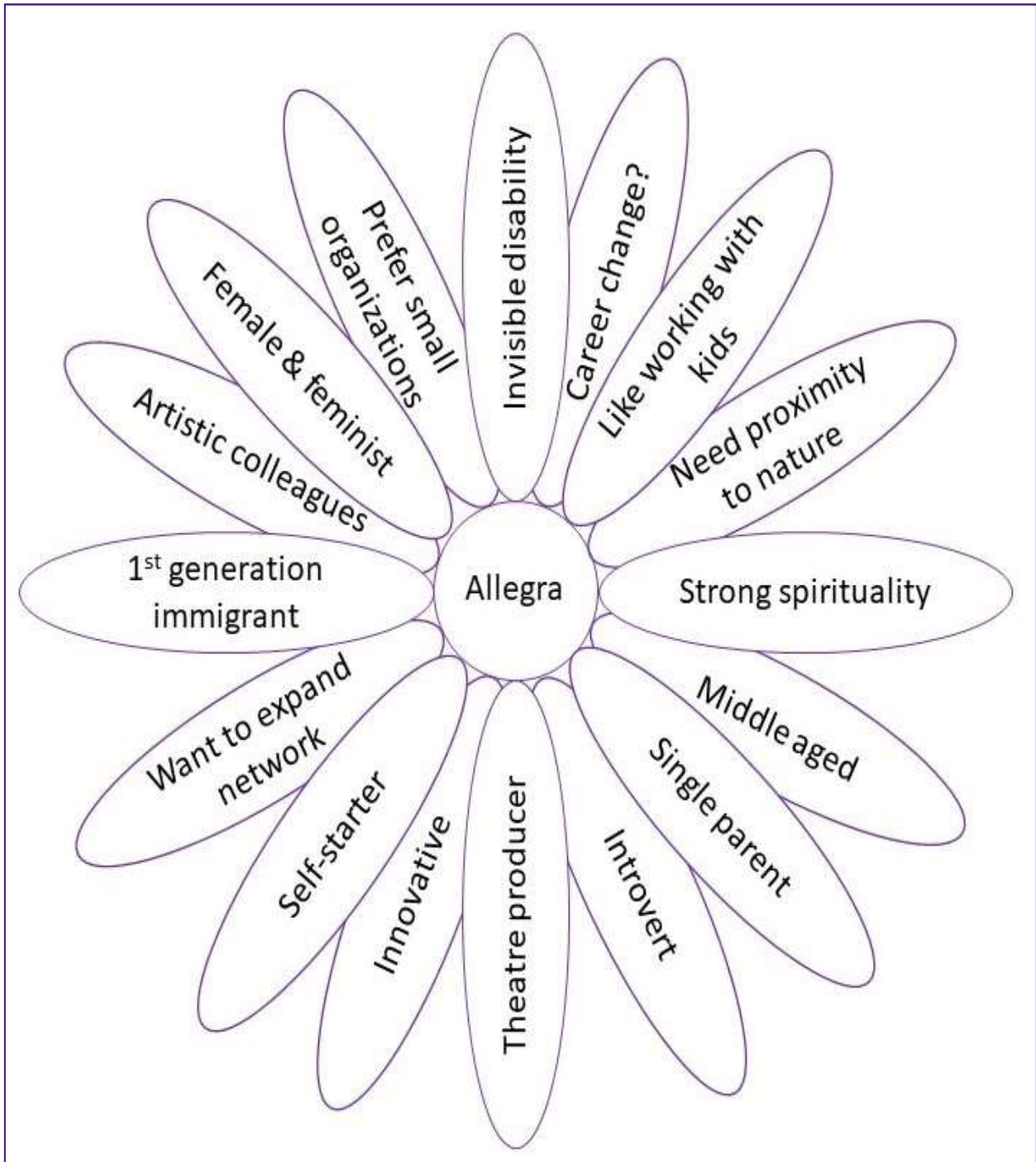
4. In a moment, you will be invited to tell your fellow circle members about your daisy.

TIP: *You do not need to show your drawing to anyone else, or discuss anything that makes you feel uncomfortable.*



- | | | |
|-----------------------|-----------------------------------|---|
| • culture / ethnicity | • early experiences making art | • current work and/or study roles |
| • gender | • sense of your own creativity | • previous work and/or study experiences |
| • sexuality | • key people who influence(d) you | • what role you normally take in group projects |
| • age | • how you make sense of the world | • how you respond to conflict |
| • spirituality | • what inspires you | • professional goals |
| • values | • what you do to relax | |
| • personal goals | | |

Sample daisy



NOTE: Allegra doesn't have a specific goal she wants to work on at the moment. So, she put her name in the centre of this daisy, and used the "front" and "back" petals to capture things that have brought her to where she is today. She will probably share only some of those petals with her circle and may say more about some of the "back" petals than the front petals. She can choose to share as much or as little as she wants to, depending on her comfort level in the group and other factors.

Feel free to use this space to draw your own daisy...



Group discussion – Building relationships

1. Take it in turns to tell your fellow circle members about your daisy drawing.

- If you have a specific goal, share it with the circle now – along with a couple of petals that contribute to this goal.
- Don't worry if you don't have a goal yet – many people take a while to figure out what their goals are. For now, just share a few petals with the circle, so others can get to know you better.

***TIP:** Be as personal / detailed as you feel comfortable being. You do not need to show your drawing to the group, or discuss anything that makes you feel uncomfortable.*

2. Listen deeply to understand^[4] – rather than to respond to – what your fellow circle members share:

- Aim to understand what experiences / voices / perspectives are influencing others in your peer coaching circle.
- Ask questions for clarification, while respecting each person's right not to answer specific questions.
- Acknowledge and affirm any risks taken, or vulnerabilities shared, by your fellow circle members.

***TIP:** Look for commonalities between responses, and points of common interest or concern. If time permits, talk about what circle members have in common.*



What next?

Steps you might take after this meeting include (but are not limited to):

- choosing a specific goal to work on over the coming weeks
- reflective journaling about your 'daisy' drawing
- sharing any resources you might have that could help other circle members with their goal(s)

At the start of the next meeting, other circle members will ask you about this step, providing a gentle form of accountability – without judgement.

What one step will you take before the next meeting?

TIP: *Choosing a step now, writing it down, and telling your fellow circle members about it can help you make progress towards your goal(s). Even very small steps can help you and your fellow circle members make progress towards your goals.*

References

1. Parker, P., D.T. Hall, and K.E. Kram, *Peer coaching: A relational process for accelerating career learning*. Academy of Management Learning & Education, 2008. 7(4): p. 487-503.
2. Parker, P., et al., *Peer coaching at work*. 2020: Stanford University Press.
3. Pearce, W.B., *Making social worlds: A communication perspective*. 2007, Oxford: Blackwell.
4. Covey, S., *The seven habits of highly effective people: Restoring the character ethic* 1989, New York: Simon and Schuster.

Additional Discussion Guides

Discussion Guides on other topics related to arts and culture can be found at: <https://creatingoutloud.business.uq.edu.au/>



Acknowledgements

This Discussion Guide was prepared by Dr Kate Power, as part of the “Creating Out Loud” research project.

Dr Power acknowledges all First Nations peoples, particularly in the Country in which this work was undertaken. On behalf of The University of Queensland, Dr Power pays respect to First Australian Elders past, present and emerging.

Dr Power thanks each of the participants in the Creating Out Loud project, as well as anonymous reviewers from the arts and culture sector, whose feedback has contributed to the design of this Guide.

The opinions in this Discussion Guide do not necessarily represent the views of The University of Queensland, funding / industry partners, or the individual members involved in the reference groups.

About Creating Out Loud

“Creating Out Loud” is an 18-month Industry Research Fellowship funded by the Queensland Minister for State Development, Tourism and Innovation, under the Advance Queensland Industry Research Fellowship program.

Creating Out Loud was developed to support Queensland’s artists and arts managers as they recover from and rebuild business, artistic, and cultural practices following the COVID-19 pandemic.

For further information visit

<https://creatingoutloud.business.uq.edu.au/>



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To interrupt the flow of this Discussion Guide as little as possible, reference information appears at the end of the guide and direct attributions have been minimized.

This guide includes links to various web material. All links were working at the time of publication. Please note however that these links may become outdated over time.

Suggested citation:

Power, K. 2022. *Creating out Loud: Building Community*, Brisbane, Australia: The University of Queensland

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CRICOS Provider Number 00025B