

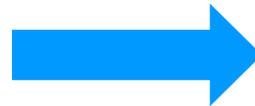
Art of Hosting



What is Art of Hosting?

The Art of Hosting is an **approach to leadership** that scales up **from the personal to the systemic** using:

- personal practice
- dialogue
- facilitation
- co-creation of innovation



**to address
complex
challenges**

Basic principles or qualities of the methods

- They offer a **simple structure** that helps to engage small or large groups in conversations that can lead to results.
- They are usually **based on dialogue**, with **intentional speaking** (speaking when you really have something to say) and **attentive listening** (listening to understand) as **basic practices**.
- **Suspending assumptions** is a basic practice. It allows us to listen without bias (or with less bias) and to examine our own present truths.
- **Circle is the basic organisational form**. Meeting in a circle is a **meeting of equals**. Generally all these methodologies inspire peer-to-peer discovery and learning.
- **Inquiry or powerful questions are a driving force**. Answers tend to close a conversation while inquiry keeps the conversation going deeper.

WORLD CAFE



What is World cafe?

- The World Café is a **method for creating a living network** of **collaborative dialogue** around questions that matter in real life situations.
- It is a **provocative metaphor**.
- As we create our lives, our organisations, and our communities, we are, in effect, moving among ‘table conversations’ at the World Café.

(From The World Café Resource Guide)

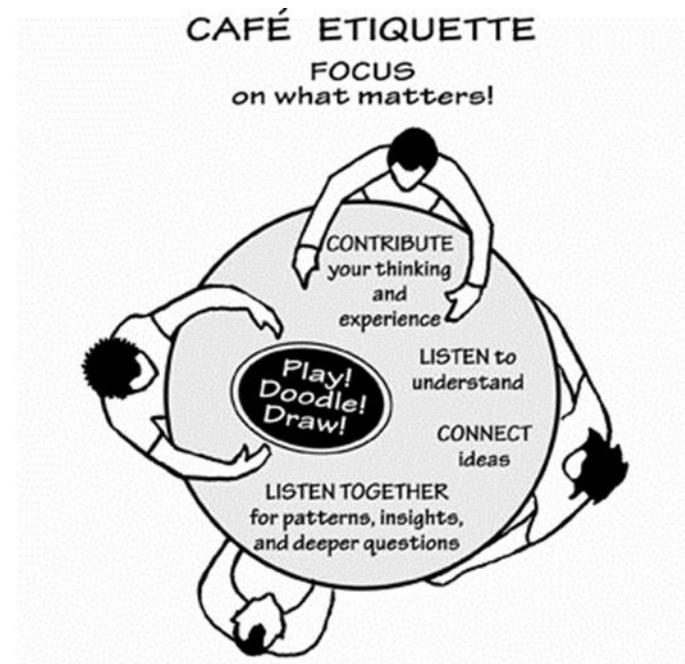
What is WC good for?

- World Café is a great way **of fostering interaction** and **dialogue** with both large and small groups. It is particularly effective in surfacing the **collective wisdom** of large groups of diverse people.
- The café format is very flexible and adapts to many different purposes:
 - **information sharing,**
 - **relationship building,**
 - **deep reflection exploration,**
 - **action planning.**



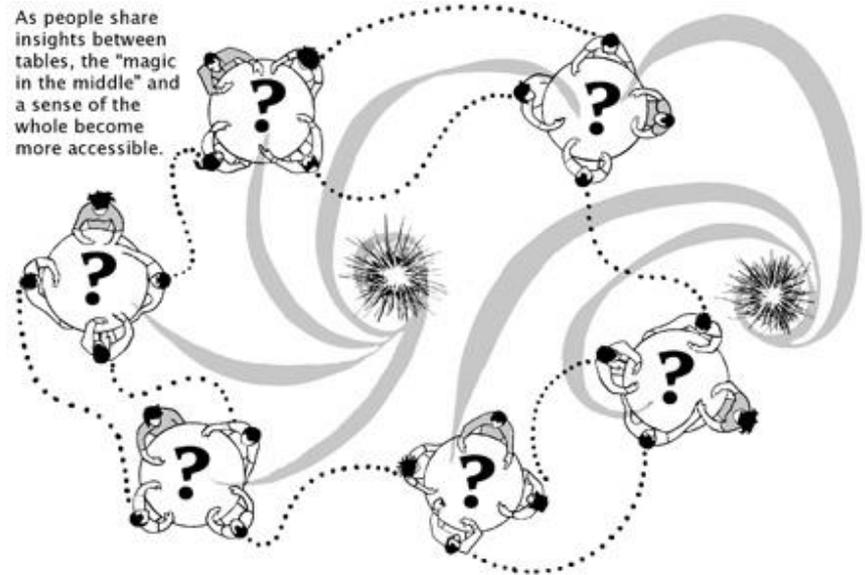
Operating Principles of World Cafe

- Create **hospitable space**
- Explore questions that matter
- Encourage **each person's contribution**
- **Connect diverse** people and ideas
- **Listen together** for patterns, insights and deeper questions
- Make collective knowledge **visible**



Assumptions of World Cafe

- The **knowledge and wisdom** we need is **present** and **accessible**.
- **Collective insight** evolves from.
 - honouring unique contributions
 - connecting ideas
 - listening into the middle
 - noticing deeper themes and questions
- The intelligence emerges as the system connects to itself in diverse and creative ways.



General Flow of a World Café

- **Seat 4-5 people** at café-style tables or in conversation clusters.
- Set up progressive rounds of conversation, **usually of 20-30 minutes each**—have some good questions!
- Ask one person to stay at the table as a **“host”** and **invite the other table members to move to other tables** as ambassadors of ideas and insights
- Ask the table **host to share key insights, questions, and ideas** briefly with new table members, and then let folks move through the rounds of questions.
- After you’ve moved through the rounds, allow some time for a **whole-group harvest** of the conversations.

Question 1

How I, as a professional, understand complex setting?

Question 2

What are my strategies to deal with and what still remains an open issue?

Question 3

What can I do to be more supportive to empower schools and teachers in dealing with complex settings (as an individual and organization)?