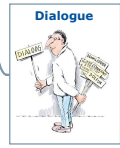
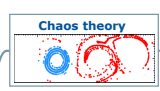


Project Facilitators
 Marel Stork Poultry Processing B.V.
 Marel Townsend Further Processing B.V.
 Boxmeer

Projects Meetings & Dialogue



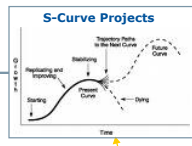
- Thinking holistically**
 - Interrelated
 - Everything
 - Butterfly effect
- Everything is energy**
- Increasing Self-organization**
 - Leading
 - Emergent leadership
 - vs. Appointed
 - Responsibility
 - Team Leader
 - Servant leadership
 - Performing
 - Defining
 - Responsibilities
 - Task
 - Dividing
 - Responsibilities
 - Task
 - Measuring
 - Evaluate
 - During a project
 - In meetings
 - As part of a decision
 - How is this useful?

- Three rules**
 - Fly to observed center
 - Common goal
 - Shared vision
 - Do not collapse
 - Respect
 - Accept differences
 - Esteem
 - Acceptance
 - Function
 - Person
 - Do not go faster
 - Teach
 - Learn
- Participation is voluntary**
 - Inner circle
 - Motor
 - Middle circle
 - Supporters
 - Potentials
- Alertness on S-Curve**

- Be Present**
 - U-model
 - Peter Senge
- Pay attention**
- Speak Truth**
 - Communication on 'soul level'
 - Slower vs. Speaking rationally
- Let go**
 - Ego
 - Old pains
 - Fear
 - Useful elements will "pop-up" again
- Live your passion**
 - Know your passion
 - Qualities
 - Values
 - Beliefs
 - Motives
 - Contribution
 - Focus on your passion
- Choose**
 - Change yourself
 - Enlarge awareness in behavior
 - Change situation
 - Within area of influence
 - Let go
 - Area of involvement
 - Get out
 - Feel free
 - Do not stay out of fear
 - Do not stay out of 'blindness'

- Preparations**
 - Goal per agenda item
 - Time planned per item
 - Check supported subgroups
 - Check fit presentations (from guests) with purpose
- Meeting**
 - Structure
 - Opening round
 - To attune to each other
 - To aim the group
 - Administrative concerns
 - Announcements
 - No discussion
 - Practical issues
 - Minutes correct
 - No discussion
 - Changes in agenda items
 - Content
 - Order
 - Content
 - Agenda items
 - Closing round
 - Evaluation
 - Measurement
 - Future agenda items
 - Spontaneous dialogue
 - Takes more time on the short run
 - Wins time on the long run
 - Investment team building
 - After care**
 - Fit minutes to purpose
 - Archive decisions and actions

- Dia Logos = meaning flowing through**
 - Developing shared meaning
- Making connections**
 - "Yes, and..." vs. "Yes, but..."
 - Involving everyone
- Surfacing and inquiring into assumptions**
 - "Ladder of Thinking"
 - Assumptions
 - Interpretations
 - Filter
 - Observations
- Seeking understanding**
 - Thinking out loudly
 - Public Reflection
 - Asking questions



- Solution Focused**
 - Focus on desired future
 - Focus on resources
 - Look for successes
 - Make it simple, small steps
 - Help each other find their own solution
 - Solutions emerge 'in between people'
 - Compliment each other
 - Don't 'feed' resistance
 - Respect differences
 - Observe successes
 - Give compliments
 - Let time 'build a bridge'

- Starting every S-curve**
 - Invest in creating a shared vision
 - Frequently Operational meetings
 - Training & Coaching
 - Inform client
- Replicating & Improving**
- Stabilizing**
- Limits of growth**
 - Negative energy
 - Critical questions
 - Doubts
- Window of Opportunity**
 - Chaos
 - New ideas
 - New possibilities
 - New values
 - New reality emerges
- Quantum leap**
 - "Dying" vs.
 - Critical Mass

- Shared Vision**
 - Sharpen periodically
 - Fit with grounds
 - Content
 - Contribution
 - Motives
 - Qualities
 - Beliefs
 - Values
 - Norms
 - Process
 - Discussion
 - Dialogue
 - Participative decision building
 - Monkey-management by leader
 - Balance
 - Structure
 - Process
 - Energy in center
 - vs.

- Common Norms & Values**
 - Authorized
 - Domain
 - Communication
 - Process
 - Corporation
 - Structure
 - Project
 - Meeting
 - Giving feedback
 - "If you two are talking together, it's difficult for me to concentrate"
 - Evaluation
 - "What can we do different next time?"

- Participative Decision Building**
 - Autocratic, Democratic vs. Sociocratic --> Consensus
 - Who decides?
 - Start with a round
 - No discussion
 - Image sharing
 - Clarifying questions
 - Meaning creating
 - Start with a round
 - Dialogue emerges
 - Decision making
 - Make a round
 - Paramount objections?
 - Arguments
 - Common responsibility
 - Consent
 - Paramount objections?
 - Arguments
 - Common responsibility