BEFRIENDING PARADOX

OUTLINE OF THE DAY

9:00 Introduction of Nancy and Victoria, overview of who is in the room

An introduction to paradoxes as they arise in our work.

a. What they are

b. Our struggles and challenges with them

c. Moving away from either/or thinking

d. What's going on

. A short description of a map of the day:

a. We will do an introduction of Adam Kahane's work from *Facilitating Breakthough*

b. Kahane's description of our need to cycle through HOW we facilitate (vertical and horizontal) and some strategies for doing this.

c. We will also work with 3 specific paradoxes, drawing on Bernie Mayer’s work in *The Conflict Paradox: Seven Dilemmas at the Core of Disputes*

i logic and emotion

ii. principle and compromise, and

iii. engaging and avoiding

9:30 An introduction to Adam Kahane's work from *Facilitating Breakthough*

a. The **process** paradox; vertical facilitation and horizontal facilitation; explanation of each of these and their role in process, strategies of each of these approaches, upsides and downsides of each

b. Kahane's five questions. Looking at these through the vertical facilitation lens and through the horizontal facilitation lens. Downsides and upsides of each:

i. How do we see our situation? Advocating and Inquiry.

ii. How do we define success in transforming our situation? Concluding and advancing.

iii. How will we get from here to there? Mapping and discovering.

iv. How do we decide who does what? Directing and accompanying

v. How do we understand our role? Standing outside and standing inside.

10:00 A chance to work with these concepts of Kahane's: Exercise #1

10:45 Debrief and discussion of learning.

11:00 Discussion of the three paradoxes we will work with for the remainder of the day, drawing on Bernie Mayer's work in *The Conflict Paradox*:

a. principle and compromise

b. engaging and avoiding

12:00 Lunch

1:00 c. Logic and emotion

1:30 A chance to work with engaging and avoiding, layered with logic and emotion: Exercise #2

2:15 Debrief and discussion of learning

2:30 A chance to work with principle and compromise layered with logic and emotion Exercise #3

3:15. Debrief and discussion of learning

3:30 Questions, discussion, closing