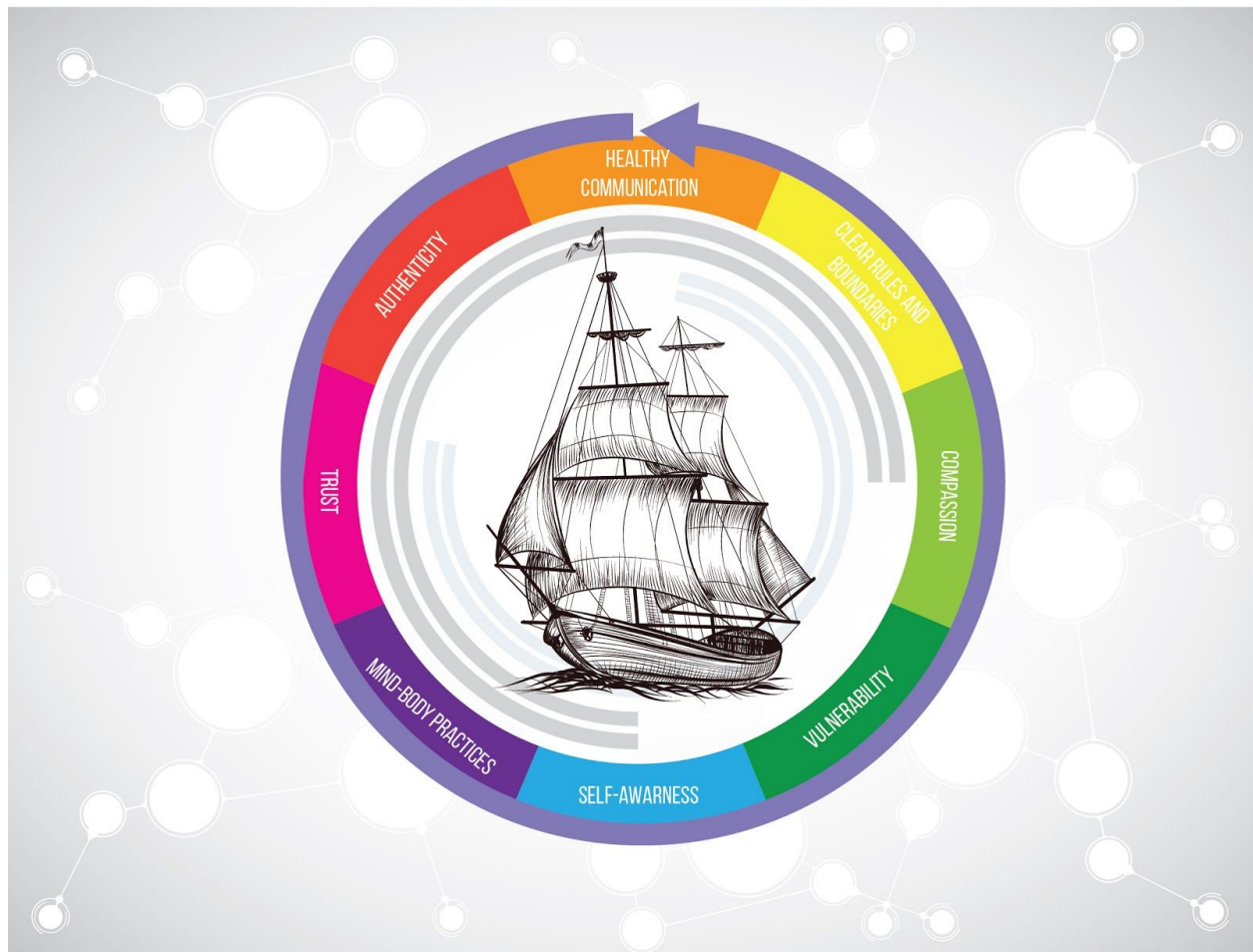
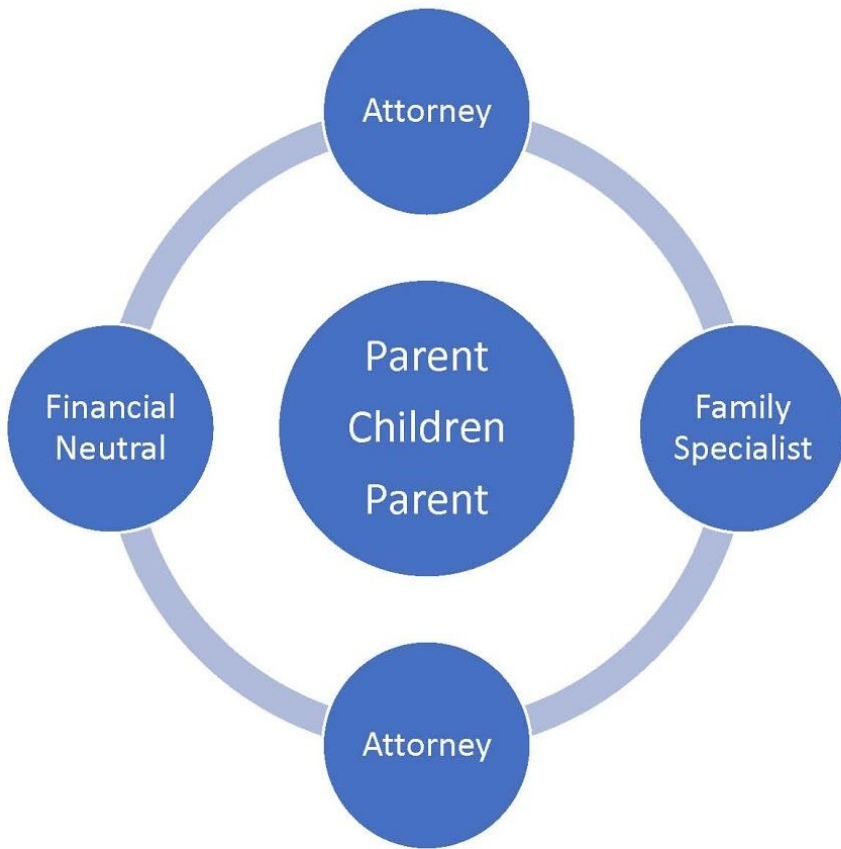


# Mindful Collaborative Practice

## Applying Principles of Transformational Leadership to Mediation and Collaborative Divorce Practice

Lauren Behrman, PhD, Jeffrey Zimmerman, PhD and Thea Bourke Martin, JD





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A Kripalu Approach to practice as described in Designing & Leading Transformational Workshops: The Craft of Mind Body Teaching<sup>1</sup>:

## Breath Relax Feel Watch and Allow:

A journey of transformation begins with a single breath. The practice of being present for experience helps us to be aware of each step of our journey by participating consciously in five ways: breath, relax, feel, watch and allow.

BREATH E	Take a moment to breathe. Pay attention to the inhalation and the exhalation.
RELAX	Soften your tongue, jaw, the muscles of your face, scalp, shoulders and belly.
FEEL	Become aware of what you are feeling. Where in your body are you feeling sensation? Focus on the details. Are there images of memories, colors, textures?
WATCH	Begin to see what's happening like an internal movie. Make mental notes. Observe yourself without judging your experience, as best you can. Watch with kind and curious attention as sensations, breath, thoughts and feelings move through you.
ALLOW	Continue to focus carefully on every detail of your experience - beath body, feelings, thoughts, emotions, colors, images. Do not try to understand or make sense of them. <i>Allow mode</i> is a way of letting things happen in mind and body, so that insights and wisdom arise naturally inside of awareness.

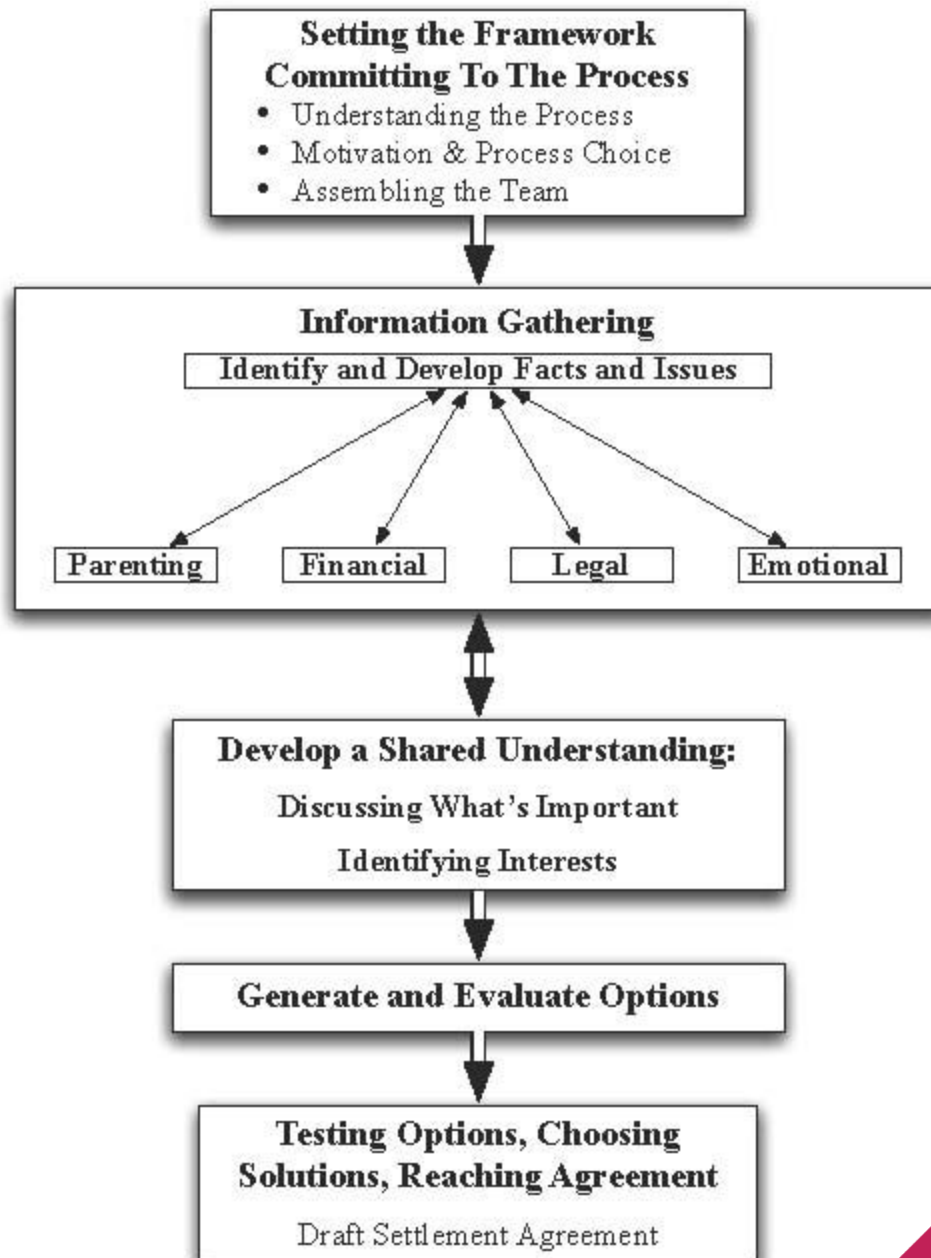
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<sup>1</sup>Powerful Workshops, Nelson, K., Lang, L., Ronka, D., White, J., & Korabek-Emerson, L. (2018). Designing & Leading Transformational Workshops: The Creadt of Mind Body Teaching.



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## Collaborative Process Roadmap




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## Charting a Course and Setting Sail<sup>2</sup>: A Mindful Collaborative Model

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<sup>2</sup> Adapted from Whyte, David. (2001). *Crossing the Unknown Sea: Work as a Pilgrimage*. NY: Penguin Putnam.





**Inviting  
Everyone  
on Board**

- Full Participation
- Buy-In
- Group Agreement
- Intentions & Goals
- Housekeeping
- Safety

**Setting Sail  
on a Sea of  
Discovery**

- Data Collection
- Collect Financials
- Share Information
- Address Needs & Concerns
- Issue Spotting

**Navigating  
and Charting  
the Unknown**

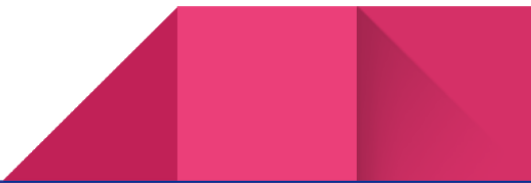
- Group Wisdom
- Creativity
- Risk Taking
- Accountability
- Exploring Options

**Arriving  
at the  
Destination**

- Agreements
- Recapping
- Adopt Agreement
- Draft Agreement
- Pressure Test
- Commitments

**Keeping  
the Journey  
Alive**

- Taking It Home
- Follow-through
- Honoring
- Checking-in
- Review
- Adapt as necessary



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## Seven Keys to Group Wisdom

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*Never doubt that a small group of thoughtful, committed individuals can change the world; indeed it is the only thing that ever has.—Margaret Mead*

1. **SET A PURPOSE.** All members commit to a common higher focus, e.g., growing into something that may be new, different, greater or deeper than what existed. Get clarity about what the purpose is and what it isn't, as well as expectations, limits, roles and responsibilities. Acknowledge a leader or facilitator as designated driver. The staff serves to meet the group goals. (Note: When the staff bonds, the group will surpass ordinary limits and reach into the realms of transformational experience.)
2. **CREATE SAFE SPACE.** Name the underlying values that support the purpose. Make guidelines and agreements about what creates lift and drag—flow and friction—in the group. Respect privacy. Honor confidentiality. Invoke Source, Spirit or Tradition to guide the purpose and agreements. Invite an atmosphere that is both bounded and open, welcoming and charged, safe and challenging.
3. **LISTEN DEEPLY.** Honor all voices. Listen for deeper meanings, for "future potentials" in the present moment. Listen for personal, interpersonal and transpersonal voices. Listen for the ring of truth, the note of authenticity, the chord of innocence. Silence frames experience—pause after sharings.
4. **ATTEND TO WHAT'S HAPPENING BETWEEN GROUP MEMBERS.** Be aware of the field of energy—the relational field—created as the group identity forms. Be tolerant of your own and other people's baggage. Be supportive and generous with praise for individual and group gifts, without being namby-pamby. Acknowledge and celebrate contributions, your own and others. Ask for support from the group.
5. **BE OPEN TO NOT KNOWING.** Be willing to suspend assumptions, even strongly held ideas. Giving the benefit-of-the-doubt to the group lets us off the hook for having to know all the answers. Be vulnerable and open to surfacing hidden agendas that influence self and group. Be open to surfacing the deeper purpose of the group.
6. **PARTICIPATE AUTHENTICALLY.** Give yourself permission to participate fully. On any journey waves arise. Feelings and conflict are natural. Challenge yourself to reveal rather than conceal, express rather than repress. Silence is okay, too. A valid option is passive participation, in order to care for your own physical or other needs. But please stay connected to the group, in the room, and observe with respect for the group; and please indicate to staff that you are taking this option. **You are already okay:** There's nothing to "get" here. Be yourself, nobody else is better qualified. You can't be you by trying harder. **Boundaries and belonging:** Joining is not merging. Unhealthy conformity and groupthink lead to important questions never getting asked. Our need for belonging and acceptance is as powerful as our desire for autonomy. Respect alone-time and community-time, and let people have their experience. **Have fun:** You have a license to fumble here. So, blunder and make lots of bloopers. Slick and goof-proof is not what we are here for. If you fall on your face, laugh it off, or cry it off. Get back on your feet. Let it be what it is.
7. **COMMUNICATE CONSCIOUSLY.** Speak your "useful truth" with passion and discipline, and let the group know what's happening for you. Use "I Statements" and take responsibility for your feelings, actions and words. Tell the group what you need to succeed—we are intuitive but we may not be able to read minds. Ask for clarity, make requests and stay connected. Notice the tendency to blame, complain or gossip. Commit to taking your questions, requests, problems and concerns to somebody who can do something about them.



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# EMPOWERING OUR COLLABORATIVE PRACTICE WITH TRANSFORMATIONAL LEADERSHIP PRINCIPLES

## Resources for Facilitating Groups

Briskin, A., & Erickson, S. (2009). *The power of collective wisdom: And the trap of collective folly*. Berrett-Koehler Publishers.

Hunter, D., Bailey, A., & Taylor, B. (1995). *The art of facilitation: how to create group synergy*. Da Capo Press.

Killermann, S. & Bolger, M. (2016). *Unlocking the Magic of Facilitation: 11 Key Concepts You Didn't Know You Didn't Know*. Impetus Books.

Nelson, K., Ronka, D., White, J. and Lang, L. *Designing and Leading Life-Changing Workshops: Creating the Conditions for Transformation in Your Groups, Trainings and Retreats* (expected publication date March 2019)

Schuman, S. (Ed.). (2006). *Creating a culture of collaboration: The International Association of Facilitators handbook* (Vol. 4). John Wiley & Sons.

Whyte, David. (2001). *Crossing the Unknown Sea: Work as a Pilgrimage*. NY: Penguin Putnam.

Wilkinson, Michael. *The secrets of facilitation: The SMART guide to getting results with groups*. John Wiley & Sons, 2012.

Training in Workshop Facilitation: <https://www.powerfulworkshops.com>





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## Stay Connected

[www.JeffZimmermanPhD.com](http://www.JeffZimmermanPhD.com)

[www.MyDivorceRecovery.com](http://www.MyDivorceRecovery.com)

[www.BehrmanPsychologicalFamilyMediationServices.com](http://www.BehrmanPsychologicalFamilyMediationServices.com)

[www.LaffertyMartin.com](http://www.LaffertyMartin.com)



Learn more and continue the conversation on our [Mindful Collaborative Practice facebook page!](#)

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A decorative graphic at the bottom right of the page consisting of several overlapping geometric shapes in shades of pink and red, including a triangle and a square.