

# Imagine notes to accompany Cultural Values Project use of Imagine

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October 2013

*There is a genius to people. Our job is to let it happen.*

## Introduction and the Spirit of Imagine

- The session should be relaxed and informal.
- This is an idea creation/ thought experiment and this tends to work best away from the mentality of conformity and 'business as usual'
- We are NOT seeking best practice (BP). BP is often to set orthodoxy in stone.
- BUT – this is not necessarily a 'nice', comfortable or consensus process. I expect and like to see argument and strong voices. This is serious stuff.
- The job as a facilitator is to steer a path between easy engagement and pointed focus.
- The facilitator conducts a symphony of minds.
- The spirit of Imagine is to release the power of the individual via the group. I call this systemic emergence. I think of the process as Eductive Observation.
- We avoid group think – we seek the "wisdom of crowds".

## Facilitation

- Great Facilitators are invisible. They keep the room to time and to mood and on track but the less they are noticed the better. They are there to allow others to involve and express.
- I like to wear black clothes .. muted but not a suit. I like to fade to background when not talking.
- When talking I am animated and try to be funny but not the big 'I am'.
- A blend of humility and humour and confidence.
- Try not to say 'right' and 'OK' when presenting.
- Apologise for interrupting – it is rude but I have to.
- Put chairs around the room. When the room is working move quietly around and sit and note behaviour. Use BECM to assess the mood of each table.
- Try not to prowl.
- Standing in a seated room imposes dominance. Use this sparingly.
- Try not to be seen to be using iphone or ipad
- Keep eyes down but listen to what people say and listen to the soul of the room.
- Only intervene when I have to
- Do not stand arrogantly looking around but remain a constant and vigilant presence.
- When something good happens on a table (a neat idea or a cool insight) bring it to the attention of the room. The room is competitive. A good idea and praise on one table will be interpreted by other tables as a good thing that they want too.
- Listen don't lecture
- Absorb
- Be self-disciplined. I am in charge and my job is not to let things overrun or get out of control. Control myself first and then the room.