

Orientation: opening space for co-creation



Program outline

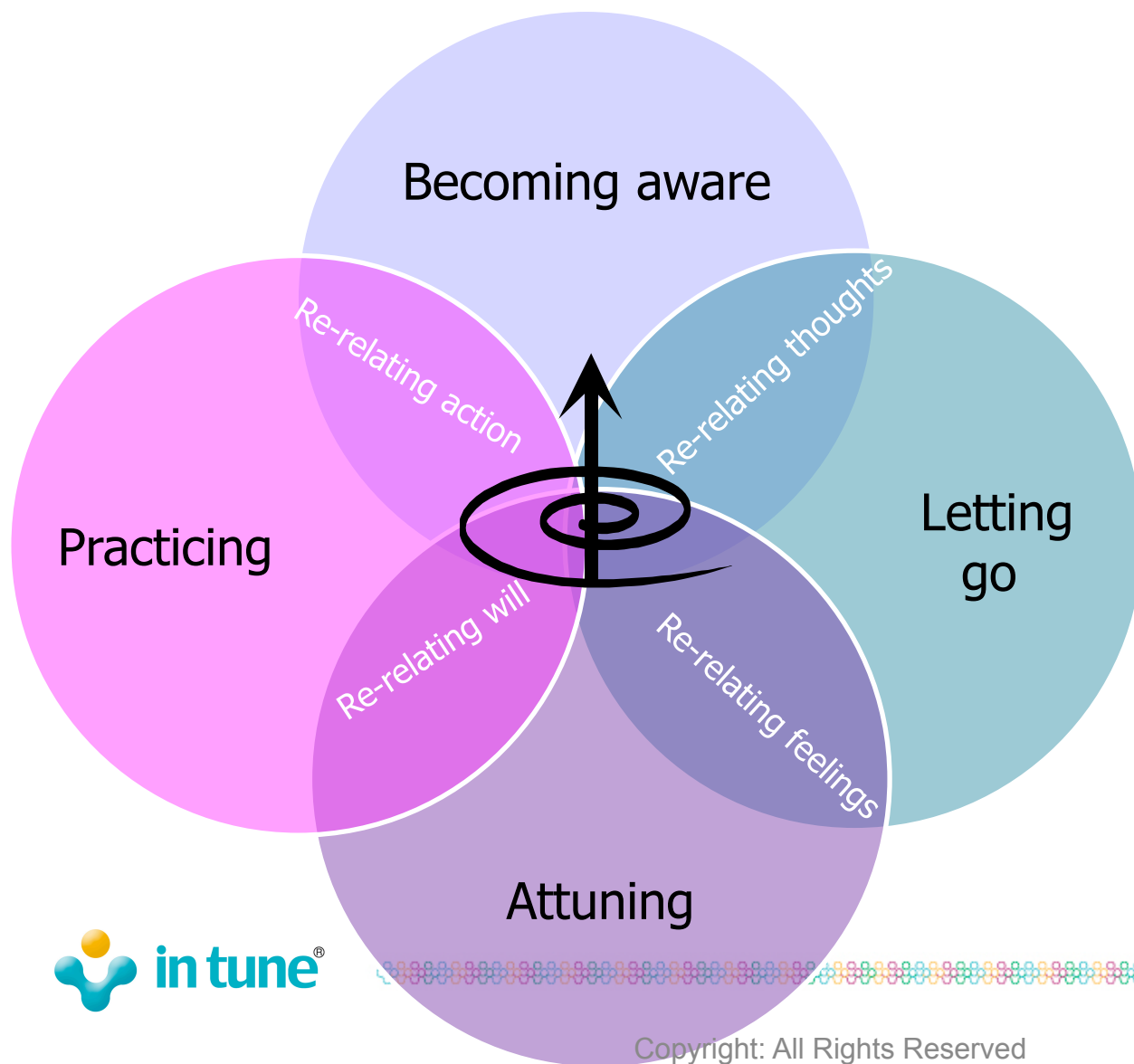
9:15 – 9:30	Coffee, tea & sandwich, introductions
9:30 – 10:00	Orientation: opening space for co-creation
10:00 – 11:00	Introduction to CCPI – the story, background and research
11:00 – 12:00	CCPI personal work
12:00 – 13:00	Lunch break
13:00 – 14:45	Personal work continues
14:45 – 15:00	Coffee break
15:00 – 16:30	Linking CCPI and CTT – ideas for applying your experiences in practice



How CCPI was developed

- Developed by Terhi Takanen & The Government as Employer in Finland (within Ministry of Finance) during a 3-year process between 2006-2009
- Terhi presented her Ph.D. “The Power of Being Present at Work” in May 2013 - CCPI as Developmental Approach
- Practical book about the 3-year process: The Power of Encountering
- Group of 15 active CCPI practitioners





There are four phases in the process:

- 1) Becoming aware
- 2) Letting go
- 3) Attuning
- 4) Practicing

The process is like a spiral, never-ending.

The on-going inquiry between the Self and the Group



The coach's presence creates an open space for the participants

CCPI theory: Relational Constructionism

Dian Marie Hosking, Prof. at Utrecht University

- Relational constructivism is the meta theory that explains and positions change work which focuses on practicing being present in action
- Vocabulary and practical orientations which enable working in the here and now
- Centers on the process of reality-making
- Everyday encounterings are viewed as spaces where people are (re)making relational realities.
- We become aware of how our thoughts, emotions and actions are emerging in these situations, and co-constructing particular ways of seeing and acting in relations.
- How we relate to or with each other is connected to how we respond to ethical challenges (values-based decision-making, acting and relating).



CCPI theory: Relational Constructionism

Dian Marie Hosking, Prof. at Utrecht University

- Hosking points out that in relational constructionism a critical interest requires asking “*what forms of life are invited, supported or suppressed, and how*”? I.e. are we relating as equals and supporting everyone’s participation? (Called soft self-other relating)
- Soft self-other relating means supporting co-operation, sharing resources, and helping others.
- Produces the opportunity to see change work as a potentially transformative inquiry that engages participants and starts from within.
- Generates new possibilities and openings in the field of change work, not closing down by analyzing problems or aiming for solutions.



CCPI theory: multiple ways of knowing

John Heron

- Experiential knowing: knowing through empathy and resonance, the kind of in-depth knowing which is almost impossible to put into words.
- Presentational knowing: experiential knowing expressed through story, picture, sculpture, movement, dance – draws on aesthetic imaginary
- Propositional knowing: draws on concepts and ideas (knowing about something, expressed in informative statements)
- Practical knowing: expressed as skills, which ties together the other ways of “knowing in action”
- “I have experienced that most important is the movement between these... Even not knowing is one particular kind of knowing.” (Terhi Takanen, 2013)

CCPI theory: emerging awareness of living values

- During the 3-year co-inquiry process at the OGE (Government as Employer), sensing and feeling emerging values, purpose and the vision of the new culture started to happen during the last year (2009). The main purpose was to *feel*, *sense* and *story* shared values, purpose and vision as an on-going process.
- The whole community concentrated on listening to “how our values are living”, and how they are or are not embodying these values and kept a values-book.



CCPI theory: 5 shifts / conclusions

- Reflections from development work: how did we practice being present?
- The following “5 shifts” have become a tool for self-reflection as well as principles of how to ideally carry out the work.
- When the development happens from within, a new paradigm will automatically surface.
- Shifts in awareness take place constantly and naturally, thus the changes are profound and stable. The process goes on and on as the people learn a new way of (re)relating.

From thinking-mode towards embodied sensing

Self-
evaluative
questions

towards

Am I trying to understand and analyze what is happening?

Am I trying to explain to others what this work is about?

Are we fully allowing and sensing what is happening right now?

Am I connected to how this work is living in my heart and speaking from there?

From stable structures towards enabling structures

Self-
evaluative
questions

towards

Are we holding on to our old ways of working and organising?

Are you holding on to your own words and ways of expressing how you work?

Are we listening to what light structures are needed now?

Are you listening to the new words that come to help express this work now?

From result-oriented evaluating towards on-going storytelling in the here and now

Self-
evaluative
questions

towards

Are we aiming at measurable results?

Are we describing or promising fixed results?

Are we letting the process lead the way?

Are we talking and writing about possible questions and where this process could lead?

From visioning and planning the future towards embodying it in the here and now

Self-
evaluative
questions

towards

Are we trying to
plan and control
the future?

Are you offering visions,
plans or fixed steps to
take?

Are we
embodying the
future here and
now?

Are you sharing how this
work is living now in you
and others?

From making change towards participating by giving space

Self-
evaluative
questions

towards

Are we trying to
control and
manage
change?

Are you seeing yourself as
separate from others when
you are writing and talking
about this work?

Are we moving
into open space
and inviting
participation?

Are your words coming
from the awareness of
deep interconnectedness,
of being one?

New paradigm in strategy work

Managing the future

- Rational planning
- Structure comes from the outside (method)
- Future is already there as ready
- Visioning future
- Intention to understand
- Linear timeline
- On-going growth

Creating the future

- Being on the edge
- Structure from the inside
- Future is open and emerging
- Living future in the now
- Trust
- Time is a movement
- On-going letting go

Guidelines for Mirroring in pairs

- I am fully concentrating to what you have to say
- I hear you completely
- I accept your experience completely
- I tell you back what I just heard you telling me – (analysis, sense-making, advice-giving not allowed!)



CCPI Core Values

Co-creation

Multiple ways of
knowing

*Being
Present in
Action*

Letting go

Invitation to
participate

Thank you for your co-creation!



Contact:

Harriet Fagerholm

harriet@intune.fi

Katja Vilponiemi

katja@intune.fi

