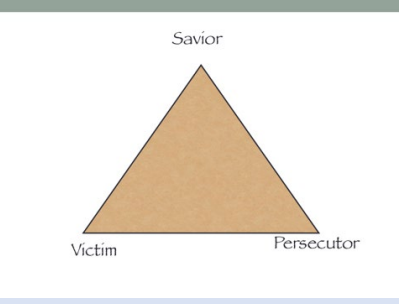


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Time/Leader	Activity	Description
09:00am - 09:10am (Micah and Beth)	Introduction and Rules Overall Objectives of the Retreat	<ul style="list-style-type: none"> ➤ Focus on Strengths ➤ No Put downs ➤ Take Risks ➤ Take care of yourself ➤ Be respectful <ul style="list-style-type: none"> ❖ To achieve balance and harmony within the council system ❖ To differentiate and elevate individual council members so that they can be effective leaders ❖ To work toward respecting one another as leaders and effective decision-makers ❖ To recognize the talents on the council and their non-extreme intentions
09:10am - 09:15am (Beth)	Ice Breaker	<ul style="list-style-type: none"> ➤ The group gets 15 minutes and they must find 10 things they all have in common that do not have to do with their work on the council.
09:15am - 09:30am (Beth)	Movie Clip	
09:30am - 10:00am (Beth)	Tortoise, Hare or Thoroughbred	Handout Page 97-98 (100 Training games)
10:00am - 10:30am (Beth)	Perspectives Witch and the Old Lady	Handout Page 85-86 (100 Training games)
10:30am - 10:45am (Micah)	Dot Exercise 1 Dot Exercise 2 Dot Exercise 3	(Handout 1) (Handout 2) (Handout 3)
10:45am - 11:00am (Micah)	<ul style="list-style-type: none"> • Carefronting by Augsburgers • Crucial Conversation (Micah) • What is a Crucial conversation? And how is this skill related to your situation! 	<p>Carefronting</p> <ul style="list-style-type: none"> • Check Your motives • Combine love and caring with confrontation • Caringly confront • Correct in love, respect, and honor Practice!!!!!! <p>Definition:</p> <ul style="list-style-type: none"> • They are conversations about tough issues • Conversations that are high stakes, where opinions vary and emotions run high. • Conversations that could lead to disaster

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	<ul style="list-style-type: none"> Seven Dialogue Principles: 	<p>Seven dialogue principles (p. 186-192):</p> <ol style="list-style-type: none"> 1. Start with the heart, 2. Learn to look, 3. Make it safe, 4. Master my stories, 5. State my path, 6. Explore others' paths, and 7. Move to action.
<p>11:00am – 11:15am</p>	<p>Break</p>	<ul style="list-style-type: none">
<p>11:15am - 11:45am (Beth)</p>	<p>Reconciliation (Worthington)</p>	<ul style="list-style-type: none"> • Decide to Do the Right Thing • Discuss the issues and the Offenses • Detoxify: The legacy of Oppression • Devotion to reconciliation
<p>11:45am - 12:15pm (Beth)</p>	<p>My Worries</p>	<p>Handout (page 128; 100 Training Games)</p>
<p>12:15pm - 01:15pm</p>	<p>Lunch</p>	
<p>01:15pm - 01:45pm (Micah)</p>	<p>Transactional Triangle</p> <p>What is your nemesis position? Which is your fail safe position?</p>	
<p>01:45pm - 02:45pm (Micah)</p>	<p>Healing Personality</p> <p>GENERAL GROUPS OF PARTS</p>	<p>GENERAL GROUPS OF PARTS</p> <p>EXILES (Victims)</p> <ul style="list-style-type: none"> ➤ Young parts that have experienced trauma and often become isolated from the rest of the system in an effort to protect the individual from feeling the pain, terror, fear, and so on, of these parts ➤ If exiled, can become increasingly extreme and desperate in an effort to be cared for and tell their story ➤ Can leave the individual feeling fragile and vulnerable <p>MANAGERS (Persecutors)</p> <ul style="list-style-type: none"> ➤ Parts that run the day-to-day life of the individual ➤ Attempt to keep the individual in control of every situation and

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	<p>Enactments Exercise:</p>	<p>relationship in an effort to protect parts from feeling any hurt or rejection</p> <ul style="list-style-type: none"> ➤ Can do this in any number of ways or through a combination of parts -- striving, controlling, evaluating, caretaking, terrorizing, and so on. <p>FIREFIGHTERS (Prosecutors)</p> <ul style="list-style-type: none"> ➤ Group of parts that react when exiles are activated in an effort to control and extinguish their feelings ➤ Can do this in any number of ways, including drug or alcohol use, self-mutilation (cutting), binge-eating, sex binges ➤ Have the same goals as managers (to keep exiles away) but different strategies <p>Enactments among council</p> <ul style="list-style-type: none"> ➤ Set up enactments ➤ Set up enactments of sequences/relationship among parts of individual council members. <p>Work with one council member while others watch.</p> <ul style="list-style-type: none"> ➤ Establish safety: Council members not to analyze parts outside of session ➤ Contract not to talk about others' parts; can talk about own parts ➤ No matter what others are doing, individual always responsible for own parts ➤ Ask for reactions of others who are watching. ➤ Try to alternate among council members.
<p>02:45pm - 03:15pm (Beth)</p>	<p>Brown, Brené. Dare to Lead (pp. 7-8).</p> <p>Ten Get-In-The Way Behaviors</p>	<p>Ten Get-In-The Way Behavior:</p> <ol style="list-style-type: none"> 1. Avoiding tough conversations 2. Spending an unreasonable amount of time managing problematic behaviors 3. Diminished trust from disconnection and no empathy 4. No taking smart risk, sharing bold ideas 5. Stuck and defined by setbacks, disappointments, and failures

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		<ol style="list-style-type: none"> 6. Too Much shame and blame. 7. Choosing Comfort over hard diversity and inclusivity conversations, is the epitome of privilege and corrodes trust 8. Failing to stay with problem-identification and problem-solving when things go wrong 9. Organizational values are defined as aspirational rather than actual behaviors 10. Being held captive
03:15pm - 03:30pm	Break	
03:30pm - 04:30pm (Beth)	Team Task	Handout 5 (Pages 69-70)
04:30pm - 05:00pm (Micah and Beth)	<p>It's Not the How or the What but The Who</p> <p>Claudio Fernandez-Arao</p> <p>Focus on Recruitment and Retention of Talent</p>	<ul style="list-style-type: none"> ➤ Keep a relentless focus on talent ➤ The key to outstanding performance and fulfillment – in both work and life – is the ability to surround oneself with outstanding people. ➤ In order to succeed, it's not the how or the what but the who. Claudio Fernandez-Araoz
05:00pm	Adjournment	