

Model 1 and 2-----What's It All About????

MODEL 1

BE RIGHT

- competitive
- maximize winning, minimize losing
- little public testing of ideas; inventing untested motives for others
- rationalizing to make sense of our ideas

LOOK GOOD

- overly concerned about self and unconcerned about others
- blind to impact on others and the mismatch between of words and behavior (can't walk talk)
- judging favorably of self in relation to others (doing it secretly & harshly)

KEY TO PEACE/ AVOID CONFLICT

- withhold feelings
- reduce incongruity by defensive actions such as: blaming, stereotyping, and intellectualizing

SAVE FACE

- fearful of being vulnerable
- withholding of information & keeping others out of loop

NEED FOR CERTAINTY

MODEL 2

LEARN

- the willingness to question & inquire (experimentation and exploration)
- open confrontation in difficult issues

FIND THE TRUTH

- ability to be descriptive, non judgmental acceptance

PRODUCE RESULTS

- the capacity to remain open to experience (acceptance)

STRENGTHEN RELATIONSHIPS

- interpersonal relationships call for initiative, collaboration, direct observation

COMFORT IN AMBIGUITY

The miracle of dialogue from a heart space is profound. Reuel Howe says it well, "We can expect miracles of dialogue because, as we have described it, dialogue brings us face to face with truth in a relationship of love. As each person speaks and responds honestly to the other, each moves toward the other and includes him. This kind of meeting between man and man cannot occur without the implicit meeting between man and God. To really see another is to see the Other, and to really be another is to love the Other. When we are truly known by another we are known by God, and to be truly loved by another is to know the love of God. Dialogue, as we have been thinking of it, is more than communication. It is communion in which we are mutually informed, purified, illumined, and reunited to ourselves, to one another, and God. A spirit pervades and directs the 'conversation', and from this spirit, which Christians believe was fully incarnate in Christ, comes the fruits of the Spirit. Dialogue is a condition and relationship for the appearance and work of his Spirit, which calls men to, and enables them for, dialogue out of which comes the fruits of dialogue, of the Spirit.

There must be a higher law than that of destruction. Only under that law would a well-ordered society be intelligible and life worth living. I have found this law of love has answered as the law of destruction has never done. ... The more I work at this law, the more I feel the delight in my life, the delight in the scheme of the universe. It gives me a peace and a meaning of the mysteries of nature that I have no power to describe. All Men Are Brothers- Mahatma Ghandi.

Teilhard de Chardin... "Someday, after we have mastered the winds, the tides, and gravity, we shall harness for God the energies of Love. Then for the second time in the history of the world, man will have discovered fire."

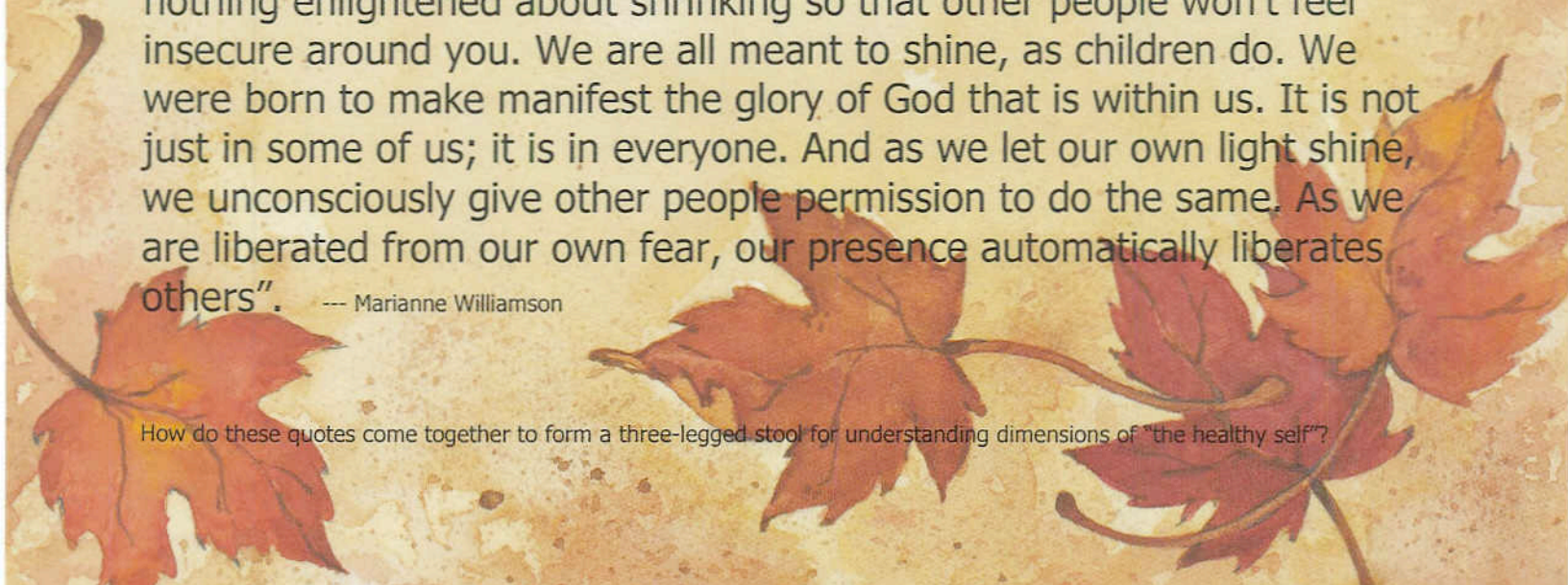


No Worries, Mate!

I love a man who hates not, nor exults, who mourns not, nor desires....who is the same to friend and foe [the same] whether he be respected or despised, the same in heat and cold, in pleasure and pain, who has put away attachment and remains unmoved by praise or blame...contented with whatever comes his way. --- Krishna

Life alienating communication both stems from and supports hierarchical and domination societies and renders a slave like mentality. Life alienating communication has deep philosophical and political roots; these views stress our innate evil and deficiency, and a need for education to control our inherently undesirable nature. We learn early to cut ourselves off from what's going on within ourselves. The language of wrongness, "should" and "have to" is perfectly suited for this purpose: the more people are trained to think in terms of moralistic judgments that imply wrongness and badness, the more they are being trained to look outside themselves-to look to authorities-for the definition of what constitutes right, wrong, and good and bad. --Marshall Rosenberg, Nonviolent Communication (2003).

"Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, Who am I to be brilliant, gorgeous, talented, fabulous? Actually, who are you not to be? You are a child of God. Your playing small does not serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do. We were born to make manifest the glory of God that is within us. It is not just in some of us; it is in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others". --- Marianne Williamson



How do these quotes come together to form a three-legged stool for understanding dimensions of "the healthy self"?

Lunch Discussion

Look through the quotes surrounding the nature of the self found below. As a group, Using the strips of paper containing these same quotes, one by one, run move the paper strip down the list of Model 1 and Model 2 characteristics you also have as a handout. At each Model1/Model2 trait, stop and consider how the quote fits with the Model1or2 trait, sharing your insights into connections you see between the two, distinctions between the two, and places in your own life you have experienced the quote as Model 1 or 2 behavior in action.

We cause ourselves incredible amounts of emotional pain. 1	Compassion directed toward oneself is true humility. --- Simone Weil 7
Suffering becomes an opportunity to experience love and tenderness from within. 2	Self-appreciation is based on connectedness and seeing our similarities with others. 8
Self-esteem is a judgment of worthiness that operates at the level of representational self concept. It involves labeling ourselves in an attempt to capture our unique essence. Self-esteem stems from thoughts about who we are, rather than simply being who we are. This is why it's so important self-esteem. Our self-concept become confused with our actual self. 3	When we're mainly filtering our experience through ego, constantly trying to improve or maintain our high self-esteem, we're denying ourselves the thing, we actually want most. To be accepted as we are, as an integral part of something much greater than our small selves -- unbounded, immeasurable, free. 9
The idea that there is some separate self that can be judged independently from the many interacting conditions that create self is an illusion. 4	Self-appreciation is not judgment or label, nor does it define us. It is a way of relating to what is good in us. It recognizes that we are an ever-changing process that can never be fully defined. Whether positive or negative, it does, however, acknowledge our moments of splendor. 10
Self-esteem is predicated on separation and comparison. On being better than others so we are special. 5	By losing our fear of failure, we become free to challenge ourselves to a far greater degree than would otherwise be thought possible. Self-compassion and real achievement go hand in hand. 11
With compassion we come to trust our capacity to be open to life without armoring (Rilke says, ultimately it is our vulnerability that we depend on) 6	Self-compassion is a more effective motivator than self-criticism because the driving force is love not fear. 12

Self Esteem is a judgment of worthiness that operates at the level of representational self. It involves labeling ourselves in an attempt to capture our unique essence. Self Esteem stems from thoughts about who we are rather than simply being who we are. This is why it's so important to paint a positive self portrait in order to have high Self Esteem. Our self concept becomes confused with our actual self. 3.

CONSIDERATIONS FOR ACTION IN THRIVE

10/10/11

DRAFT

Thrive formed as a learning and study group as a result of Winona Council for Quality/St. Mary's University conference held in May of 2006. The brochure promoting the event was filled with quotes on thriving and not just surviving in a vastly changing economy. This was over 2 years prior to the world wide financial meltdown.

Thrive themes support a different way of seeing the world-a different paradigm. This worldview is grounded in connection,relationship, community, interconnectedness, and abundance. It stands in contrast with a worldview that is: fear filled, individualistic, cut throat, highly competitive, and sensing scarcity and not enough. Since February of 2011, Thrive has been aligning this "new" paradigm to precepts in the Charter for Compassion which is grounded in the common roots of the world's religious traditions. (see www.charterforcompassion.org)

This new paradigm for Winona builds on a decade old WCQ video-Winona: Working Together. In the video, community leaders a decade ago articulate their sense of the emerging practices of this new paradigm. HBC Channel 25 produced a weekly show for three years which highlighted organizations and individuals shifting into these new practices. (See the video link at www.winonaworks.com).

Thrive which meets monthly for a two hour discussion session with representatives from various sectors of Winona(see the participant list below) has as its primary intention to serve as a forum and stimulus for leaders in taking ideas and inspiration back into their settings.

Some members are now noting that a reservoir of exemplars of this new worldview are accumulating from our over five years of meeting that possibly have value to the wider community. This observation is prompting an examination of ways that perhaps the Thrive message can have a more intentional outreach in the whole community of Winona.

Among some ways envisioned are:

- 1) Maintaining a website that makes available the materials used in Thrive meetings**
- 2) Realizing that much has changed in the media world since**

the producing of a fixed time local TV show, explore to possibilities of using the new social media to broaden the community exposure to the Thrive worldview . Perhaps there could be a local marriage of U Tube videos and engaged discussion through forums such as: Winona e-Democracy, Winona 360, and Facebook.

3) New social media could also be a way to collect and disseminate stories of the Abundant Community mentality thus building a new Winona common language.

4) Through venues like the Poverty Roundtable find allies that^{are} sympathetic to the broader vision of Thrive. For instance, the Winona Education Association is initiating efforts around a community discussion of the book Abundant Community by Peter Block and John Mc Knight. Minnesota's Teacher of the Year, Winona's Katie Smith is a huge proponent of the role of neighborhoods' grounded in an abundance mentality in raising emotionally healthy youth.

5) Connect the ideas of Thrive to the ground necessary for a locality to thrive as a creative, entrepreneurial, innovative environment.

6) As adults begin to embrace new ways of thinking, consider the aspects of formal schooling that might need to align with these new worldviews. One clear way to put it is that the 3R's need a fourth-Relationships.

7) Thrive's meeting structure could allow some time for participants to raise issues being faced and successes experiences to connect to the wisdom of the group. With the diversity of talent in the Thrive group, perhaps we could serve more in a think tank capacity with Thrivers bringing issues that might merit collective thinking.. Given this viability, a broader outreach could be offered to the community.

Participants :

Educators: Mark Anderson, Jenny Bushman, Pat Christian sen, Judy Davis, Scott Henderson, Roger Peckover, Bruce Ramsdell, Scott Sorvaag,

Clergy: Tim Forster, Justin Green, James Laughlin, Sonny Misar, Michelle Rem, Tom Schoen, Kathy Schuler,

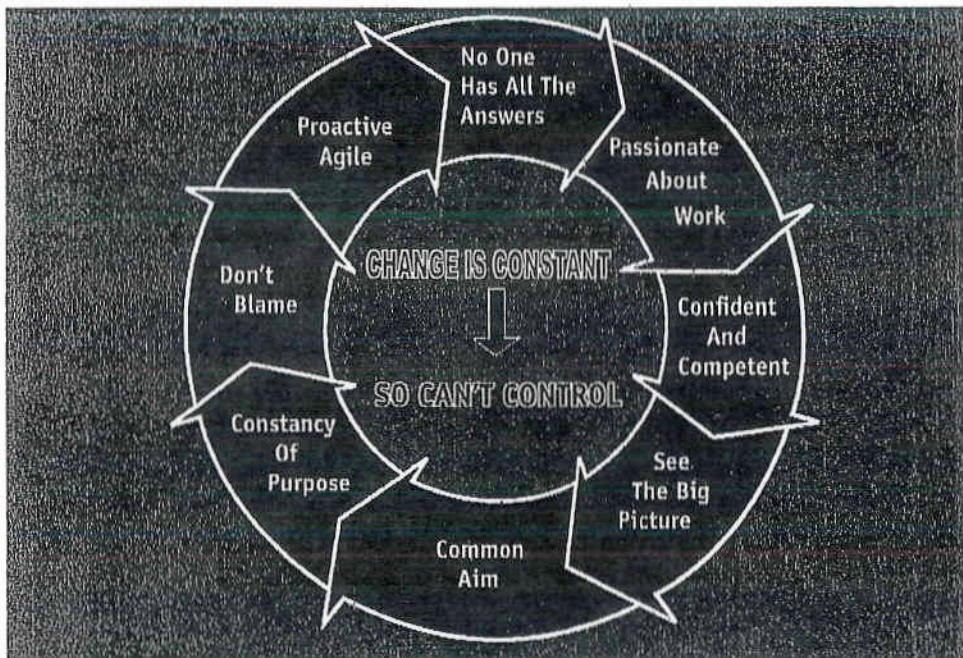
Human Service/Health: Carol Anderson, Craig Brooks, Carla Burton, Denis Carter, Bill Davis, Jean Lauer, Beth Moe, Denny Theede,

Business: Diane Amundson, David Bonk, Jeanne Hines, Jeremy Johnson

Government: Debbie White

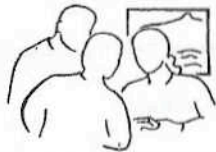
Arts: David Echelard

THE WINONA COUNCIL FOR QUALITY'S
WORK IS GROUNDED IN
THE EMERGING PRACTICES



AS FEATURED IN HBC (CHANNEL 25) AND WCQ'S "WORKING TOGETHER"
See: www.winonaworks.com

**WORKING
TOGETHER**



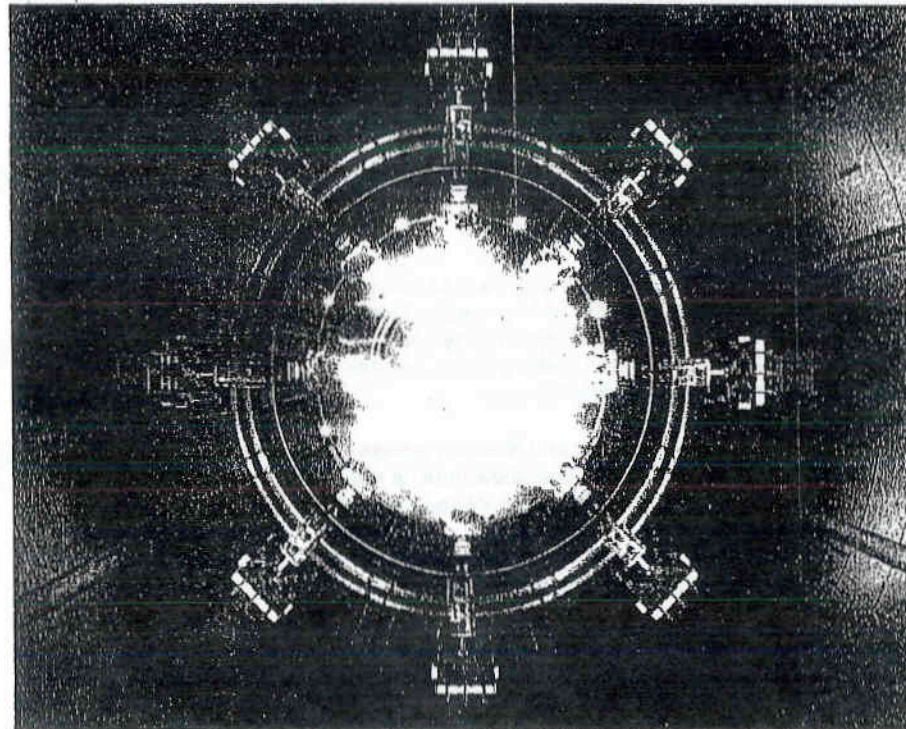
To register email Winona Council for Quality at thrive@hbc.com

Please indicate the following when registering:

1. Your Organization
2. Name of Person(s) Attending
3. Email address to contact

For more informa all Randy Schenkat at 507-457-8282

**Will Your Organization Survive in
The Quantum Age?**



Your Colleagues from the Winona Council for Quality
Would like YOU to

Join us in Learning to Thrive

Thursday, May 18, 2006
7:30 am - 11:30 am

Toner Center
St. Mary's University

"My entire theory emphasizes the incredible talents of both factory and service workers, and argues that harnessing the creative energy of people currently ignored and misused is crucial to our long-run economic prosperity." Richard Florida

"Increasingly, the new core competence is creativity - the right-brain stuff that smart companies are now harnessing to generate top-line growth. The game is changing. It's about creativity, imagination, and, above all, innovation." Daniel Pink

"The pace of product, technology, and market change will continue to accelerate as competitors become more nimble, flexible and responsive to customer needs. Organizations that do not recognize the need to make learning an explicit and integral part of their strategies will be asking themselves-how did we get let in the dust?" J.W. Slocum

"A learning organization is one which improves its knowledge and understanding of itself and its environment over time by facilitating and making use of the learning of its individual members." Kees van der Heijden

"The centerpiece of the Japanese approach is the reorganization that creating new knowledge is not simply a matter of "processing" objective information. Rather, it depends on tapping the tacit and often highly subjective insights, intuitions, and hunches of the individual employees and making those insights available for testing and use by the company as a whole." Ikujiro Nonaka

"Extending the reach of teaching and learning across our community, ultimately involving all its residents as a family of teachers/learners, is not just an idea that would be nice to achieve. It is essential to positioning the Winona area to be strong and vibrant in the millennium." Gary Evans

"The competition for talent is not just between nations: The real battle is among cities and regions." Richard Florida

Facing Some Realities

"For the first time literally substantial and rapidly growing members of people have choices. For the first time they will have to manage themselves and society is totally unprepared for it." Peter Drucker

"Much of the problem lies in behavior that flows out of an incomplete or deeply flawed paradigm or view of human nature--one that undermines people's sense of worth and straitjacket their talents and potential." Stephen Covey

"The sacred cow, CONTROL, is stifling the growth of God's people. The body of Christ is more effective when individuals are given permission to live out their God given spiritual gifts on behalf of the body rather than some restraining what they can do or can't do." William Easum

"If you treat us as robots and assume we're non-creative, we will show up as robots and non creative. It's not only the leaders themselves who have to change, but also our idea of what we want our leaders for." Meg Wheatley

"Why should we be concerned about rising inequality? Simple: Inequality equals creative waste. A good | ' of research has shown that high levels of inequality actually retard rather than spur | onomic growth." Richard Florida

Schedule:

7:30 Registration & Continental Breakfast

8:00 Welcome and Overview

The need to shift to an intense learning focus in all organizations and to reclaim a healthy, fun attitude regarding learning.

8:30 The Winona Corporate Stories:

Winona Health Rachelle Schultz, CEO	Fusion Coating Jeanne Hines, HR Director
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- (1) What are challenges feeling today; moving from relative (work arounds) to more playful approach? What's new in this way of approaching learning? How do employees/supervisors feel today? What have been some of the milestones in coming to this new approach to learning?
- (2) What's been the pay off? What have been other unintended consequences?
- (3) What are you hoping that this learning focus can do in/for your organization?
- (4) What would you like to know more about the learning process; what do you think you need to know?
- (5) What do you envision will happen to the ability of your organization to be competitive/viable if the learning you see yourself needing doesn't happen especially for parts of your business?

Q&A

9:15-9:30 Break

9:30-10:20 GRAPPLING WITH COMMON CHALLENGES

Break out groups

Consider what's been shared by the two organizations on the learning path. How does it relate to your own organization? How do you see the learning path and how it relates to your organizations viability? What are learning actions participants would like to take back to their organizations? Create an action plan.

10:20-11:00 TRANSFORMING CHALLENGES INTO OPPORTUNITIES FOR GROWTH

Each group reporter summarizes the kinds of learning people are intending to learn in organizations.

What are ways and things people feel they need to learn about learning?

11:00-11:15 Debriefing on Design Intent

11:15-11:30 NEXT STEPS IN THRIVING TOGETHER

Collaborative cross organization work - imaging the possibilities

Recent Reports on US Workers:

33% of days lost are stress related

65% say they receive no recognition

85% have ideas regarding how to improve work yet only 15% offer them

55% are disengaged

16% are "actively disengaged"

29% are engaged for first 6 months

From Alliance for Full Participation Summit Washington DC 2005