Community

Source: ***The Adaptive School: A Source Book for Developing Collaborative Groups by R. Garmston & B. Wellman***

They Just Don't Happen

- 4 Languages
  - Emotion and Passion
  - Logic and Analysis
    - Variety of perspectives
      - Planning
      - Reflection
  - Dialogue
    - Develop Shared Understanding
  - Discussion
    - Ability to make decisions
    - Stay Made
- Need
  - Time
  - Space
- Clear Set of Values

Both Things and Energy Matter

- 5 Energy Sources
  - Efficacy
  - Flexibility
  - Craftmanship
  - Consciousness
  - Interdependence
- Things must support the energy
  - Space is essential
  - Forums
  - Dialogues
- Values Matter
  - Visible Statements
  - Beliefs

Cannot not be Connected

- Individuals exist but have no seperation
- Space/Time are products of our 5 senses
- From a unified field, individual notions arise
- Parts to whole, objects to relationships
- Systems Thinking
  - Content to patterns

The Other Face of Conflict

Conflict is the manifestation of interdependence

- 1st Stage = Extended Politeness
  - Transition ?s
    - Who are we?
    - Why are we doing this?
    - What is our Purpose?
- 2nd Stage = Chaos
  - Fighting & Struggling
  - Fix-it Behaviors
  - Convert to my way
  - Rules & Regulations
- 3rd Stage = Emptiness
  - Acceptance of others
  - Rid barriers to control
  - Acceptance of interdependence
- 4th Stage = True Community
  - Bond across differences
  - Seek Common Pupose

Lives Within

- Tension between self-asseration and integration
- Success of individuals = Success of Community
- Success of Community = Success of Individual
- Perception combined with intention = Reality

Doesn't Last Forever

- Fragile and Subject to Changing Conditions
- Capacity to work effectively w/o conflict plunge into chaos
- Do we each organize our work from a shared sense of what is significant?

Enriched by Diversity

- Monocultures(Singularity) at greatest risk
- Diverse Ideas = Rich Responses
- Engage in Cognitive Conflict
  - Collaborative Norms
  - Dialogue & Discussion
  - Conflict as a Resource

Title	Building a Community	Author	Joseph Dager	Date	10/13/2014
File	Community.twdx	Company	Business901		