

CONVENING A CASE - EXERCISE

CONVENING A CASE AROUND A CRITICAL INCIDENT

Preparing for the case:

- **Checking-in:** Before you start, take a minute and share with your group a word or phrase (or couple of sentences) about how you are. Be intentional about becoming properly present to each other in your small group.
- **Personal reflection:** Take 5 minutes to think about a personal challenge involving adaptive work that you would be willing to share as a case study in your group.
- **Choosing the case:** In your small group, and in turn, briefly share the subject of the case you thought of (title or general idea without going into the details) and choose one case to work with for this exercise.

Convening the case: For 10 minutes, the case holder guides the group through the scenario he suggested. He or she describe in details the challenge, his/her need and intention, the stakeholders involved, etc.

Listening to discern: In the meantime, the remaining members actively listen while taking notes and may ask clarification questions to complete the picture. Listeners are invited to listen deeply without trying to “fix” the issue, but by being attentive to the speaker, and to their sense of God’s presence and of the good spirit. They should be attentive to images, metaphors, feelings and gestures that they notice, and that the story evokes in them in response.

Silent time: The group takes individual silent time to pray and reflect on the case shared, make connections with the various elements and steps summarized and note down questions and insights. This could vary between a short moment (5 min) of silence and stillness and 15 to 20 minutes of personal prayer time.

Three rounds:

- **Sharing impressions:** The group reconvenes. Each person shares what came up for them as they listened and prayed: images, metaphors, feelings, ... (no suggestions, solutions or comments on the situation yet)
- **Diagnosing together:** In turn, participants ask open-ended questions to help the person who shared the case study gain insights on the challenge. The case holder listens silently and catches any thing that may feel useful (may take notes).
- **Gathering insights and drafting a plan for action:** After a few rounds of questions, the team member who shared the case study shares his impressions and the insights he gained. Other team members may at this point share short observations, comments, suggestions or more questions.

Closing in gratefulness

ADDITIONAL EXERCISES

There are currently no additional exercises for this section.

The above was drawn from Otto Scharmer’s “Case Clinic”, Ulab-Theory U. Check resources for more details.