



# Art of Hosting Kenya

October 3rd-5th 2019

# DAY 1

## ● Welcome - Check In - Mapping the room

A good way to start any meeting helping us to become present and ready. Use a talking piece, sit in circle and have a good question. Hear from everyone

**Your Name What calls you here?**

To deepen my practice - Possibilities to learn new techniques for my work - How can the tools help me impact the communities I work in? - To know more about AOH - Share with my community what we learnt - To learn from each other, share our experience, to be happy - Personal and community level: How can I host myself, how can I bring meaningful conversations with others - Taking me out of my comfort zone, exploring myself, exploring you, being happy - Discover new ways of doing my work. - To cease the opportunity to be better in 2019 - The work I do involve a lot of hosting, I've been doing it but not like I've heard this morning. - I talk with different communities, and with this it will let me do that. - Curiosity, Here I am. - Make to new friends, curious about improving and changing life. A call from Giovanna and Valeria .....

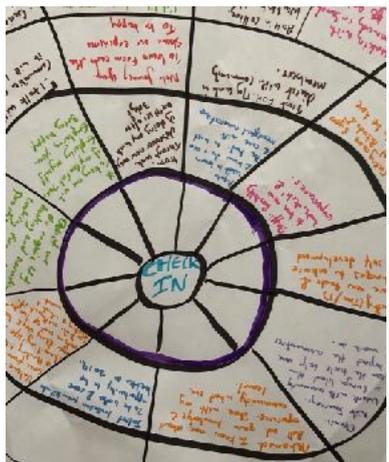


East - West - South - North



Activist - Theorist- Pragmatist - Reflector

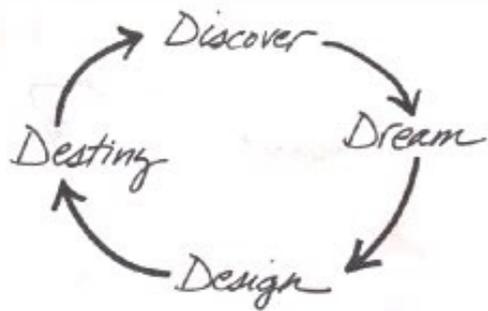
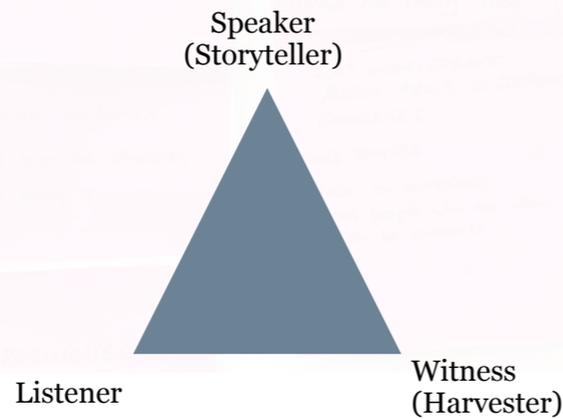
Community Worker-Facilitator-Entrepreneur-  
Manager - Others





# ● Triads (Appreciative Inquiry)

It is common to approach changes from a problem solving perspective. In contrast, Appreciative Inquiry (AI) proposes an affirmative approach, which assumes that each participants has a positive core of strengths (values, beliefs, capabilities, collective understanding). AI identifies the best of 'what already is' in order to think about what might be 'possible'.



**Tell us a story of a conversation that changed your perspective ?**

**What was present in that conversation that made it special?**

**What do we need *more* of to have those kinds of conversation every day?**

Resilience, separate the human beings from the structures they belong to - To be open minded, to be honest and kind - Familiarity of the Circle - Short stories - Willingness to listen - Don't underestimate people's ability to overcome challenges - Different perspectives - Engage and listen to people with life challenging experiences who never lost hope - Relatability of listeners to the story Engaging more in social activities - Understanding background - Be true to ourselves - Need people who can allow us to be ourselves. Not to be judgemental - Self reflection - Question what is happening and be open to change - Acknowledge experiences regardless of age, sex and culture ...



● Check Out

# DAY 2

- Welcome - Feedforward - Checking in
- The Chaordic Path

Chaos/Order is the place for Leadership

Order/Control is a place for Management

A game of football showed us our responses to chaos order and control. The path between order ( form ) and chaos ( movement ) is the sweet spot we aim for, when we know that we do not know and we stay in constant learning mode.

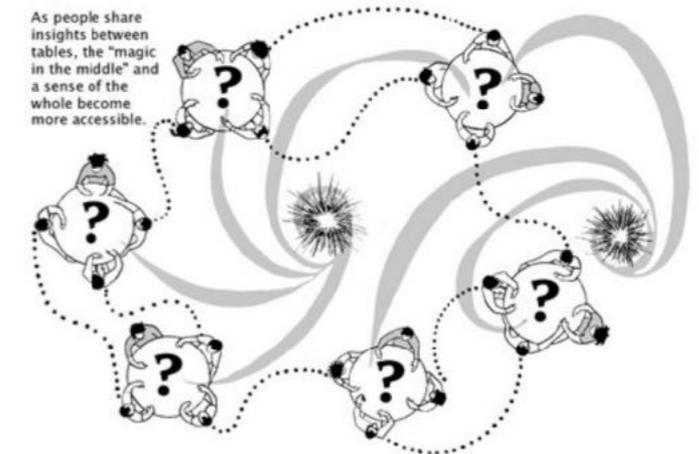
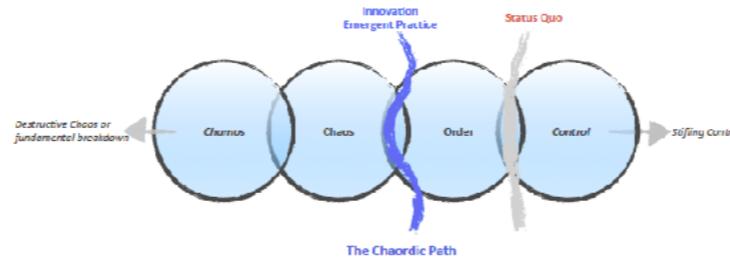
Many times we are on the path between Control and Order and try to control something, which then constrains the whole system. Nature has much to teach us about the chaordic path and how to keep on it by constant movement.

- World Café

World Café creates a living network of collaborative dialogue around questions that matter. People already have the wisdom and creativity to confront the most difficult challenges, the answers we need are available to us, we are wiser together than we are alone. Create hospitable space: Encourage everyones contribution: Connect diverse perspectives: Listen for patterns.

**How can we engage everyone to meaningfully participate in and influence the important things that affect their communities?**

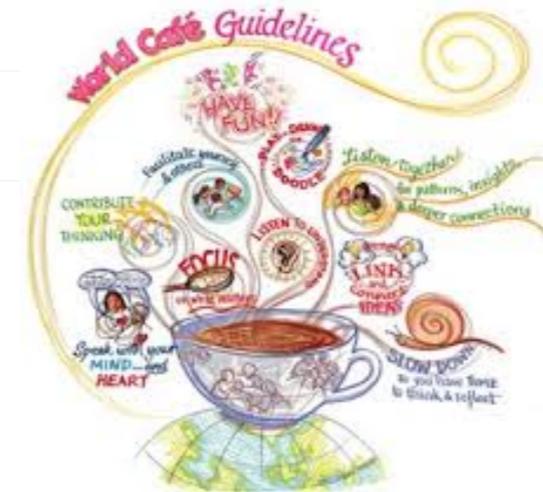
**What needs to be done to engage people meaningfully?**



# Harvest: Develop three key strategies to support meaningful engagement

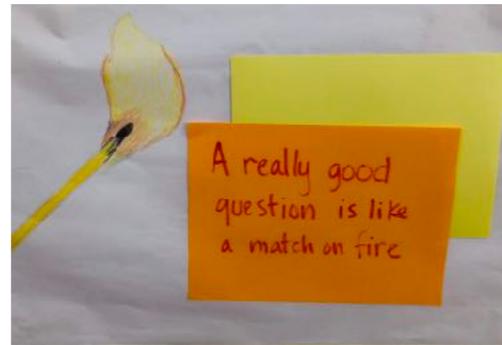
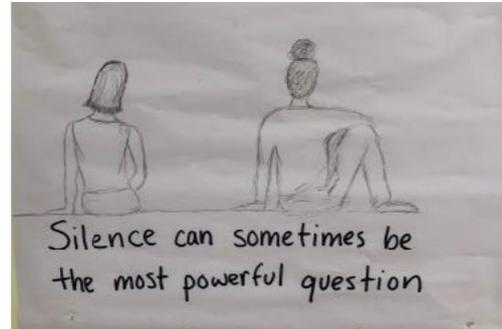
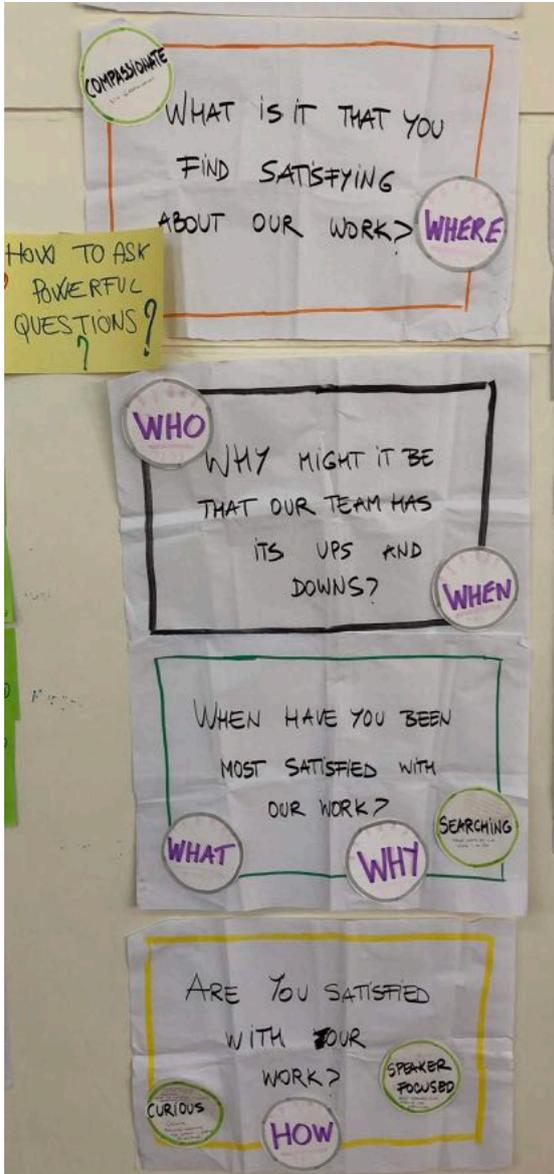


PRINCIPLES	TRUST BUILDING	NEEDS AND PURPOSE	ENVIRONMENT CREATION	PLANNING AND METHODS
Compromise + common interest	Ways to bring people together to build trust - sharing food and a space to eat together. Assurance	Working towards a common goal as a community - Be really aware of why, it needs to be defined. Can revisit the purpose, be open to it changing	Conducive environment	Communication strategy to reach different groups, use different tools, means, languages
Understand and respect beliefs and ways of life		Clear introduction	Crete a conducive environment for meaningful participation of everyone	Quality planning for the conversation
Equal participation		Clear purpose		Engage community team, local knowledge
Deep listening		Check list of topics with the group, assess needs		Use peer to peer approach
Respecting people's views				Knowing/ understanding the targeted community (background context)
Give ownership				
Rotational leadership				
Take time to align and find common ground				
Recognition of everyone's value and contribution and uniqueness. Everyone's story needs to be heard				



## ● Powerful Questions

A good question is **relevant** to the people exploring, genuinely **explores** what is needed and brings new **perspectives**? Developing a powerful question is worth time and real curiosity.



## ● Open Space



A simple powerful way of holding productive and inspiring meetings where the participants bring in their own content or raise questions about topics important to them. Once the agenda has been set, people are free to choose which workshops they attend and also whether they remain as silent observers or quietly leave. People manage their own space and time. This approach helps people to be more active. Each group writes up the results of their workshops and feedback in plenary session.

### Some of the Open Space questions/issues:

**How could we stay more focused in our work?**

**How can Somalia get away from politicians who do not represent anybody?**

**How can we remain more connected?**

**Why are young people not optimistic about Africa?**

**How do we end aid dependency?**

**How can I ensure project implementation is timely?**



**Why, as human beings, do we share stories?**

**How do we create a strong and inclusive Art of Hosting community in Nairobi?**

## ● Check Out



# DAY 3

## • Welcome - Harvest Gallery - Check In



A walk through the collective harvest

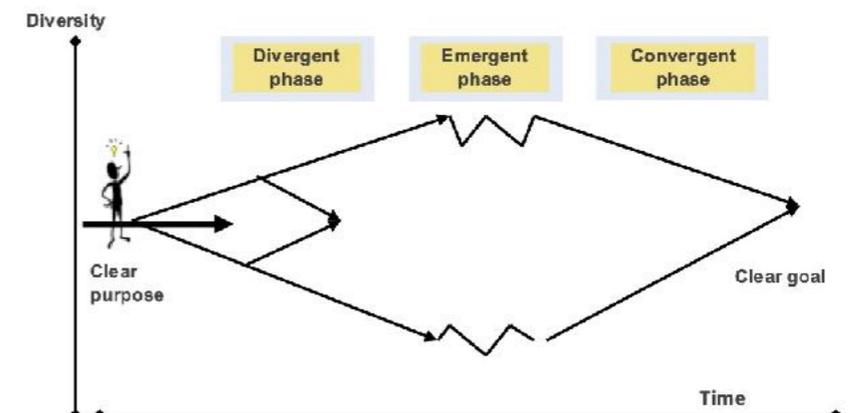
## • Collaboration Game

What are we learning about collaboration and co creation. How can we find a good flow for working together?

## • Process Design Story - 8 Breaths

Steps needed to think about when designing and hosting conversations:

Getting clear on the need and the purpose, and the team you might work with (do not work alone). Finding a good question takes time and is a good measure of how well you are reading what is at stake. Invitation is an art, how do we invite well and then let go of our need for people to participate. Your questions, purpose and what you seek to harvest will guide the design of the meeting. Take time to harvest and make sense of the patterns and themes that come out. Act and follow up actions and take time to reflect and learn, take a birds eye perspective. Finally, pay attention to holding the whole of the process. Who is tending to the well being of everyone in the system.



## ● Design Lab

Collaborating on projects and ideas

Participants put forward real projects that they are working on and that they want some help with. A template helps everyone think through the design principles. Participants spend time in small groups developing the projects and asking some questions to help the project holders get further clarity. The project holders turn their back and listen to feedback from a new group. Not being able to respond allows some strong feedback to come forward. Finally, the project holders spend time summarising and thinking about a potential next step. The help and support from all is much appreciated.

**Some of the projects:** Beyond Whiteness , Afresist, Communication strategy for inclusiveness in Somali, Mind African Initiative, Founders Mastermind Group, Sustainable horticultural and agricultural development for recovery and economic progress (SHARP) in Somalia.



## ● Africa AotH Conversation: Drumming together



## ● Check Out

What am I leaving with that I am grateful for?

***Thank you and see you soon!***

Hosted by Bikundo ([www.bikundo.co.ke](http://www.bikundo.co.ke)), Michelle, Re'em, Linda ([www.lindajoymitchell.org.uk](http://www.lindajoymitchell.org.uk)) and Valerie.

Stay in contact: [aohinkenya@gmail.com](mailto:aohinkenya@gmail.com)