

HOLDING ENVIRONMENT FOR EXPERIMENTATION

Components of a Holding Environment	In Place	To Do
<p>Structure & safety New structures and processes created for people to surface & discuss values, perspectives and ideas.</p>		
<p>Shared language Stakeholders understand the terminology, concepts and frameworks being used to collaborate</p>		
<p>Shared Values & Purpose Values and shared purpose in place.</p>		
<p>Physical Environment A space to enable learning and dialogue e.g.: location, room set up, environment</p>		
<p>Relationships Current credibility and relationship with stakeholders – e.g. expertise, practice and reputation. Confidentiality is trusted.</p>		
<p>Clarity and trust in authority Functions of protection, direction and order are in place and there is sufficient trust in the role/organisation to hold authority role.</p>		
<p>Existing culture History and style of the group dynamics - bonds, norms, values, rituals</p>		
<p>Facilitation Role or skill present of Internal or external facilitation – able to work with objectivity and neutrality</p>		
<p>Time Provision of clear time boundaries for collaborative work within a long term context.</p>		
<p>Who are the stakeholders Do the current stakeholders represent the dynamics of the issue youre addressing? Do they bring diversity, influence, resources skills</p>		
<p>Urgency Is there readiness and urgency for change on this issue?</p>		