



1



2



**Liz Weaver**

Co-CEO, Tamarack Institute

[liz@tamarackcommunity.ca](mailto:liz@tamarackcommunity.ca)



3


## Gratitude & Acknowledgement

We begin this workshop by acknowledging that we are meeting on Indigenous land. As settlers, we are grateful for the opportunity to meet and we thank all the generations of Indigenous peoples who have taken care of this land.


As settlers, this recognition of the contributions and historic importance of Indigenous peoples must be clearly and overtly connected to our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities.




4



In the Tamarack **Learning Centre** we support our learners in the **five interconnected practices** that we believe lead to impactful **community change**.




In **Vibrant Communities** we support **cities and local leaders** to implement large-scale change initiatives to **reduce poverty** and **deepen community**.



5

### Week of Webinar Series



- Monday, November 9th** Creating a Culture of Engagement with Lisa Attygalle
- Tuesday, November 10th** Inquiry and Deliberation With Liz Weaver
- Wednesday, November 11th** Asset Based Community Development with Sylvia Cheuy
- Thursday, November 12th** Facilitating Co-Design with Liz Weaver
- Friday, November 13th** Participatory Approaches to Evaluation with Pamela Teitelbaum

6

## Today's Agenda

- **Introductions and Webinar Goals** | 1:00 – 1:05
- **Presentation** | 1:05 – 1:40
- **Q&A** | 1:40 – 1:55
- **Thank You and Announcements** | 1:55 – 2:00



7

## Goals for the Inquiry and Deliberation Webinar

- Uncover what it means to advance community work during disruptive times
- Practice the tools and approaches of inquiry as collaborative engagement and practice
- Discuss how co-design can improve collaborative outcomes



8

## The Context for Navigating Disruptive Change

Human ingenuity and creativity in the face of adversity is what defines us as a species. It's something we can count on, not a speciality reserved for a few.

Al Etmanski  
*Six Patterns to Spread Your  
Social Innovation*



9

## The Context for Navigating Disruptive Change

- Significant and frequent disruptions
- Forces beyond our control
- Overflow of information
- Fear is more believable
- Society encourages victim thinking
- Feeling overwhelmed by workload

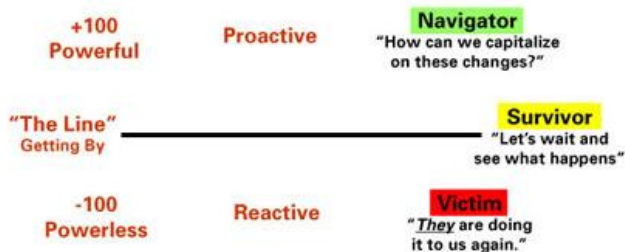
Source: <https://www.clemmergroup.com/articles/navigating-change-adversity/>



10

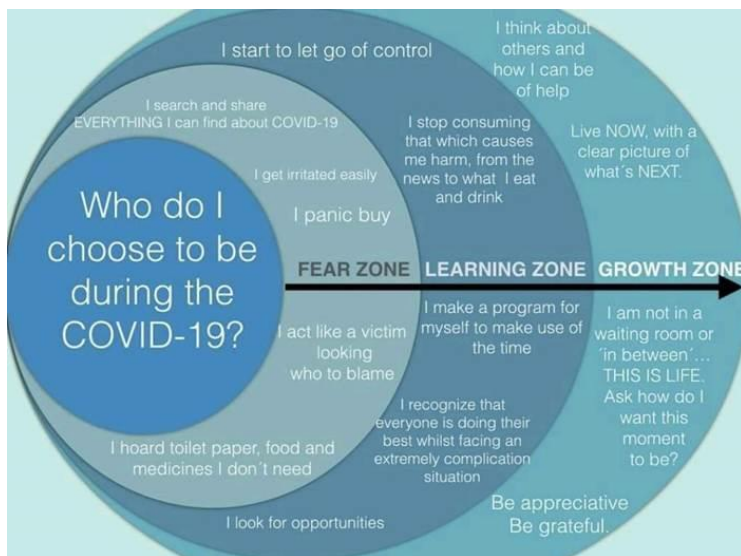
## The Context for Navigating Disruptive Change

### Change Choices



11

## Where are you choosing to be?



12

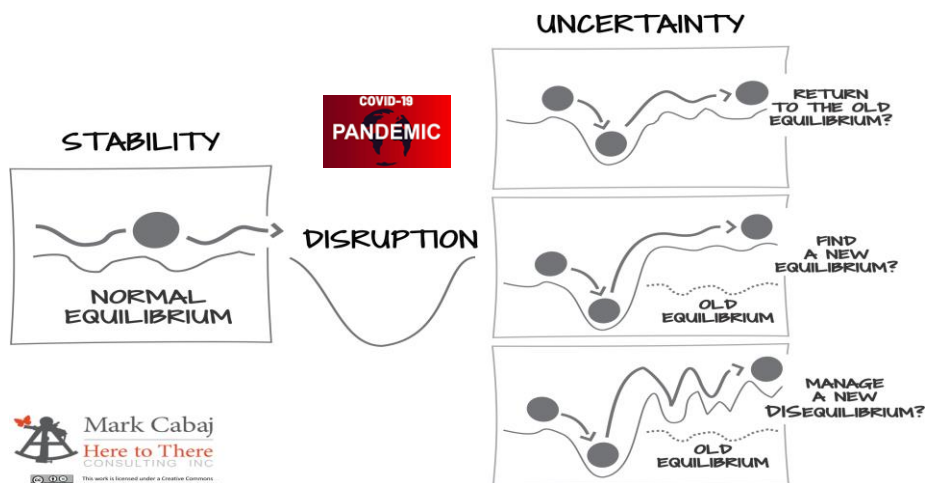
### 3 Stages of Navigating Disruptive Times

STAGE	FOCUS	KEY QUESTIONS
<b>RESPOND</b> Immediate action to address the crisis	<ul style="list-style-type: none"> <li>Mobilize to address immediate needs related to safety and security</li> <li>Response can occur simultaneously at multiple levels (personal, organizational, community)</li> </ul>	<ul style="list-style-type: none"> <li>Is my family okay?</li> <li>Is my organization/colleagues okay?</li> <li>What are we able to deliver?</li> <li>How can we cut costs?</li> <li>How can we help?</li> </ul>
<b>RECOVER</b> As the crisis passes, what of our past continues? What's needed for our new future?	<ul style="list-style-type: none"> <li>Pause and reflect on what needs to change and what needs to stay the same</li> <li>What new possibilities are emerging that we are well positioned to seize?</li> </ul>	<ul style="list-style-type: none"> <li>What is our core purpose?</li> <li>How might we leverage our assets &amp; capabilities?</li> <li>How can we complement and/or upgrade through collaborative partnerships?</li> </ul>
<b>BUILD RESILIENCY</b> What new ways of thinking and working strengthen community capacity?	<ul style="list-style-type: none"> <li>Monitor and respond to changing community dynamics</li> <li>Strengthen our capacity to be flexible and responsive</li> <li>Consider opportunities to collaborate and innovate to move beyond incremental improvement to advance significant change</li> </ul>	<ul style="list-style-type: none"> <li>What new opportunities to drive change should we seize?</li> <li>What new skills and capabilities do we need?</li> <li>What programs and processes are no longer needed?</li> </ul>

SOURCE: [Collective Impact Post-Pandemic: A Framework for Response, Recovery and Resilience](#) by Liz Weaver



### Navigate a Pandemic & Post Pandemic World



### Making Pandemic Innovations Stick

1. **Unify Within and Across Movements** – A unified, transparent movement enhances the authenticity of civil society. This requires connectors and bridge-builders as much as strategists and analysts
2. **Privilege the Imagination** – Ask: “What kind of caring society do we want?”
3. **Engage with Popular Culture** – We must engage people’s hearts as well as their minds and encourage community problem-solving.
4. **Make Sense of Where Politics is Going** – People need to help shape policies that affect their lives and reimagine the contract with government to create a more just and equitable society.
5. **Analyze the Learning Curve** – What of these learnings, insights and new ways of working and collaborating need to become part of our “new normal?”



15

## Inquiry as a Collaboration Tool



16



## Inquiry as a Collaboration Tool

*Inquiry is about questions. It is approaching every interaction, every situation, every opportunity with questions about what can be learned in this moment, in this situation, with this person. In the emergent, unpredictable world of complex systems, inquiry is the only way you can move forward.*

*Human Systems Dynamics (<https://www.hsdinstitute.org/resources/resources-inquiry.html>)*



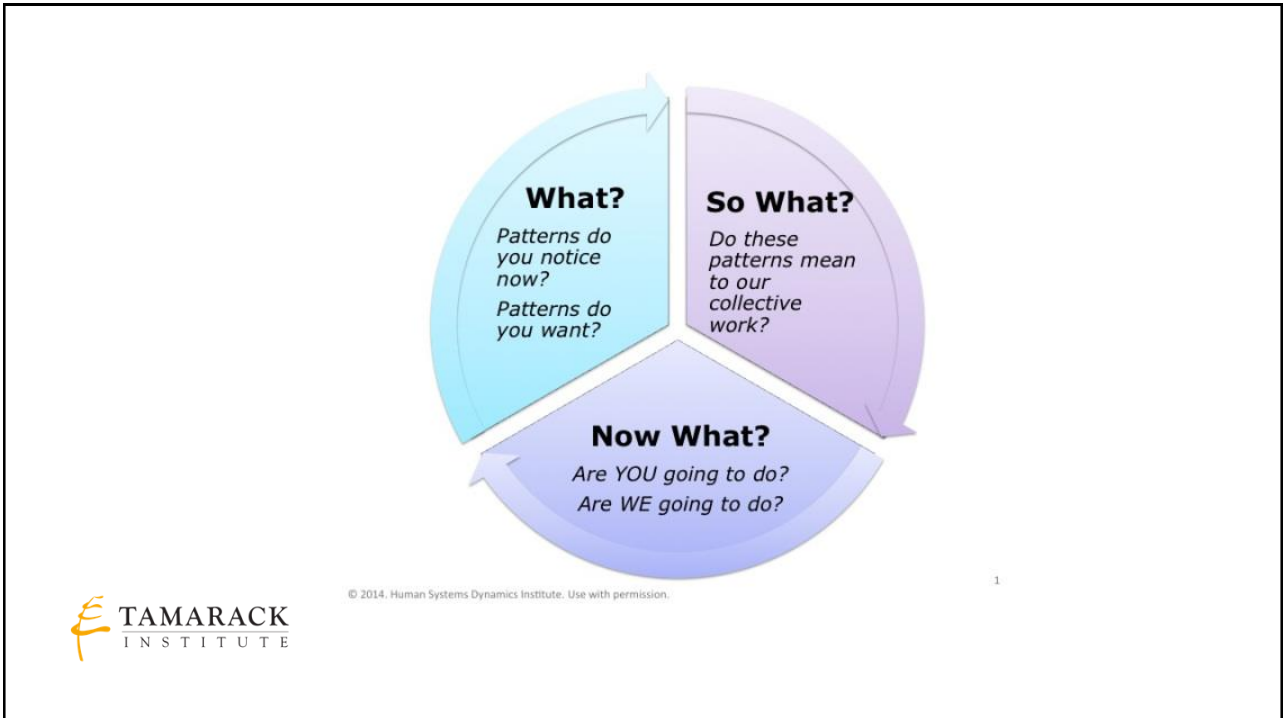
17

## An Approach to Inquiry and Collaboration

- Turn judgement into inquiry
- Turn disagreement into shared expectation
- Turn defensiveness into self reflection
- Turn assumptions into questions



18



19

## Now What?

- **Ask questions you can't answer**
  - seek to understand people you disagree with
  - Explore "What if..." questions to understand possible consequences to an action
- **Find comfort with ambiguity**
  - Invite people into conversations where you look for answers together
  - Ask others what they see and listen deeply to their insights
- **Remain open to and actively seek new learning**
  - Ask others to teach you what they know
  - Identify skills you don't have and find a teacher who will help you learn
- **Consider your own personal interactions through a lens of inquiry**
  - Ask colleagues to share perceptions of your impact on them
  - Open yourself to learning from others about what they need

20

## Patterns and Pattern Logic

When entering new spaces, you consciously observe and recognize patterns.

- Discover the boundaries that define the space
- Find the differences that make a difference
- Explore connections between and among

*Application: In the chat box, share some of your observations about how your collaborative or organization reacted to the challenges of COVID. Use the three approaches to identify patterns.*



21

## Additional Inquiry Tools



Appreciative Interviews:

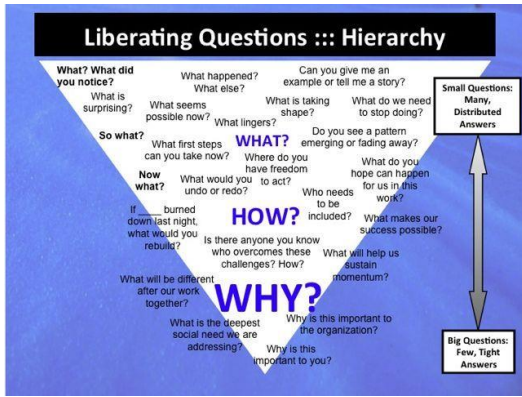
- Ask, "Please tell a story about a time when you worked on a challenge with others and you are proud of what you accomplished. What is the story and what made the success possible? Pair up preferably with someone you don't know well."

<http://www.liberatingstructures.com/5-appreciative-interviews-ai/>



22

## Additional Inquiry Tools



Nine Whys – Making the Purpose of your Collaborative Work Clear

Ask, “What do you do when working on \_\_\_\_\_ (the subject matter or challenge at hand)? Please make a short list of activities.” Then ask, “Why is that important to you?” Keep asking, “Why? Why? Why?” up to nine times or until participants can go no deeper because they have reached the fundamental purpose for this work

<http://www.liberatingstructures.com/3-nine-whys/>



23

# QUESTIONS?

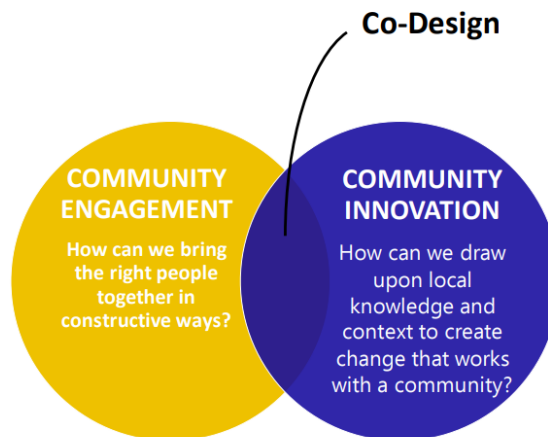
24

# Creating Collaboration through Co-Design

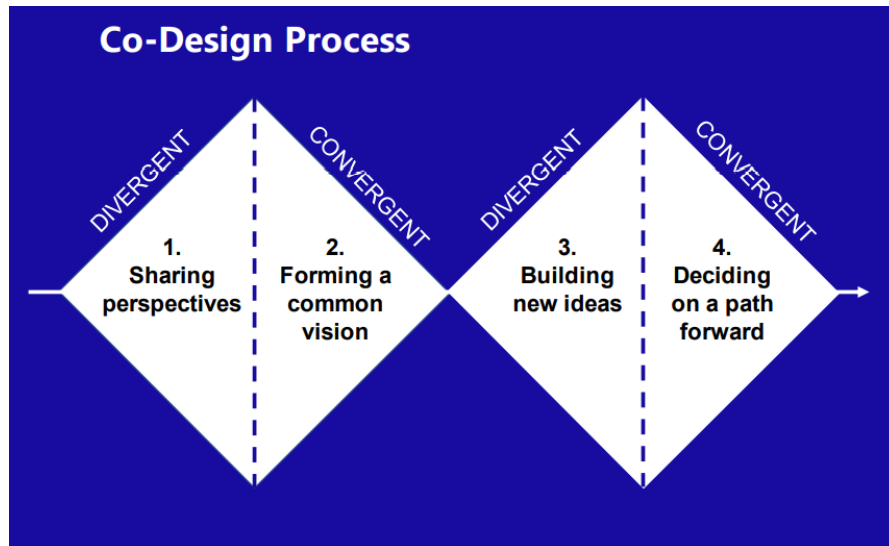


25

## Collaboration, Community Engagement and Co-Design



26



### Co-Design Simple Rules

- Practice Inquiry
- Think big, then synthesize, think big and then synthesize
- Don't jump ahead to solutions or rush to judgements
- Avoid polarization, listen for differences

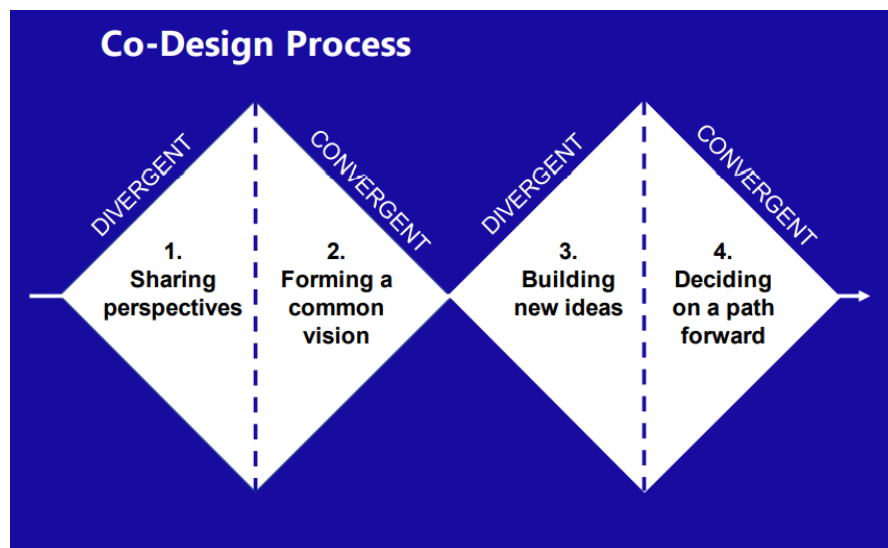
## Co-Design an Engagement Process

In the Chat Box, describe an engagement challenge that you or your collaborative are currently facing.



29

## Applying the Co-design Process



30

Reflection Question

What is one idea or practice you might apply to your collaborative work?

Write your idea in the chat box.



31

**QUESTIONS?**

32



**THANK YOU!**