

**"HOW WILL WE COLLABORATE TO
CREATE SAFE SPACES FOR HEALTHY
CONVERSATIONS AMONG COMMUNITIES
IN KENYA, SOMALIA AND BEYOND?"**



**AUGUST
19-21, 2015
NAIROBI
KENYA**

Art of Hosting in Kenya invited a 3 day learning journey exploring **'How to host and harvest meaningful conversations that matter to our communities'**. 35 participants from Kenya, Somalia and Germany followed the invitation and co-created new paths!

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DAY ONE – SEEDING, ROOTS

Welcome – Framing
Check in

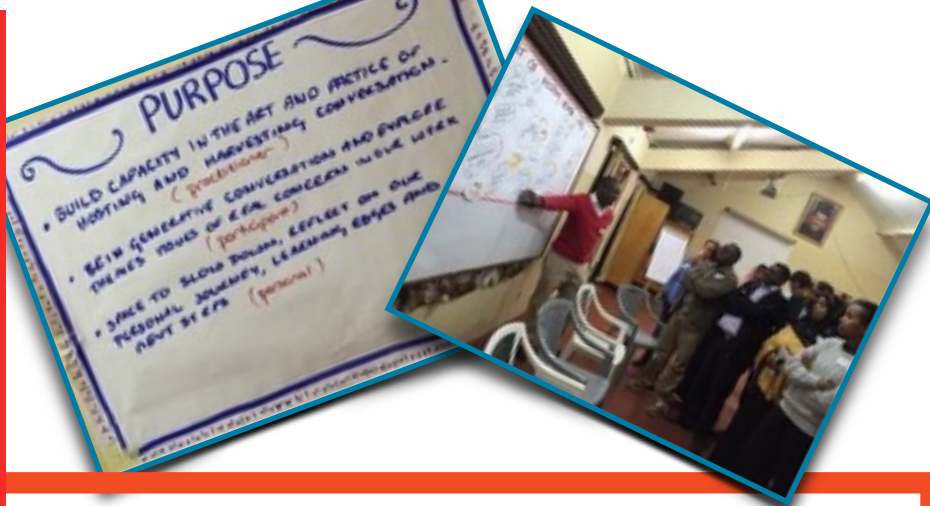
Teaching the different levels of
Art of Hosting and Models
Signing up for practice
What supports meaningful
conversations that change
things for the better?
How do we get more of that in
our futures?

DAY TWO – CULTIVATING, THE TRUNK

Feeding forward Day One
Practical use of AoH tools
Co-creation - Be host and
being hosted
Being in conversation about
“What do I want to explore to
strengthen my life, my work
and my hosting practice?”
Work on personal level - What
practices sustain and nourish
us?

DAY THREE- BLOSSOM

Feeding forward Day Two
Design teaching
Practical application of Art of
Hosting in work context or
projects
Reflection - What do you take
home? How to apply?
Check out



Check in Harvest : Who are you, what is your place and why are you here?

I'm a teacher
I have to be here, yet I don't have to be here
Ok I'll improvise
Yes to my village and improving my life

What are my next steps so I can be at home in my heart?
Promoting dialogue so people can take part in local government
I hope to be part of a good change for the future
I'm following my intuition and taking myself where ever I go

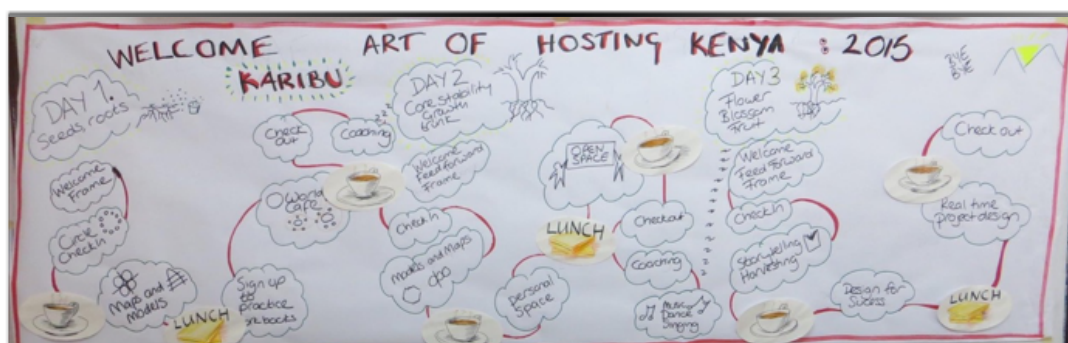
I belong here, I want to learn this
What is this art of hosting? I don't get it
But, I'm curious, out of my office –
What impact do I have when I speak

I'm mother, auntie and wife with a life of demands
Following my heart, let me find my motivation again
My place is to see positive change, lets all join this, it will help
I'm ready to be moved, show up, what can I do next?

Where is the vulnerability for an opening to strengthen our gifts
There IS a leader in every chair, pass me the big stick
I'm Jamboree, I come to blossom friendship

I'm a life changer, a capacity builder, this is the place for me to be
My place is right here. I'm curious about the lives of children and
the criminal mind
Where can I be useful and how can I spice it up?

Maybe I should talk less and listen more
I want to learn new methods and meet new people
Be part of a different dialogue
Can we challenge the model of masculinity and speak of women's
creativity and commitment to life?
THIS is the beginning of reconciliation





Reflections from the CIRCLE PRACTICE

What did you notice about checking in and working with circle practice?

- I thought I was the only one
- People really listened to me
- The way you asked the question had an enormous impact it opened new doors for new answers
- We are not used to waiting to speak
- Intention attention, passion curiosity
- Building on what is offered
- The place of silence in the conversation
- Not dismissive but tender
- What happens to our excessive baggage?
- Can we give our politicians a talking piece? So they have a silent attentive presence
- Not to be impatient to respond back
- Your tone, speed, your choice of words, silence determines how people listen to what you say



WORLD CAFÉ

“When were you in a conversation that changed things for the better?”

“What was present in that experience that we need more of?”



Inspiration

Humour

Love, Creativity

Find a common interest

Authenticity

Positive/right attitude in each conversation

Positive energy

Perspective change,
Hope,

Compassion

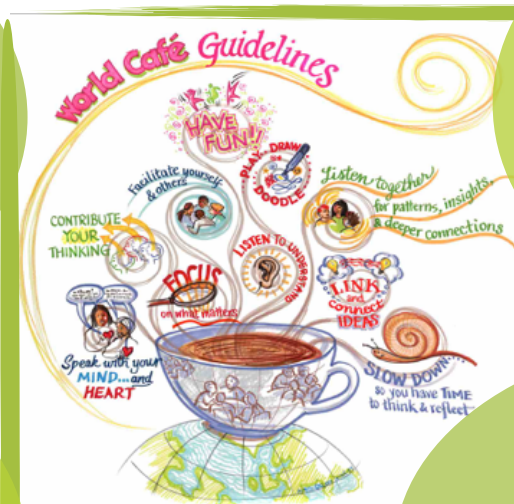
Listening with empathy & your heart

Safe space (environment)

A conversation with an open-minded trusted person

Curiosity, Present, Connection

Desire & commitment to change



Action

Sustainability & Ownership

Action with change

Self and communal reliance

Develop young people,
financial returns

Tools & processes

Participation

Sharing with intention

Sharing of ideas

Collaboration

Understand the community before enforcing ideas

DAY TWO Poems from Day One Introduction of Mental Models



Come
Let's sit in a circle,
So we can speak
our intention,
Listen with
attention,
And invite moments
of silence in
between.

Dialogue is the key
And the key finder
is the circle or the
world café!

So let's dance and
weave together,
Our purpose and
questions,
In order to sieve
gold from dust
And harvest our
nuggets.

Author Hibaq



They say you spoke
We didn't hear you...
We felt you speak
You spoke?
Where did you speak?
Ohh @ the café...@ the
market...
And you say ...you spoke?!
Like a seed germinates
A speech ripens...
Are you ripe...
Speaking is an Art!

Author Ketta



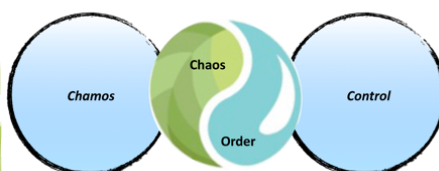
Chaos Order
Chaordic



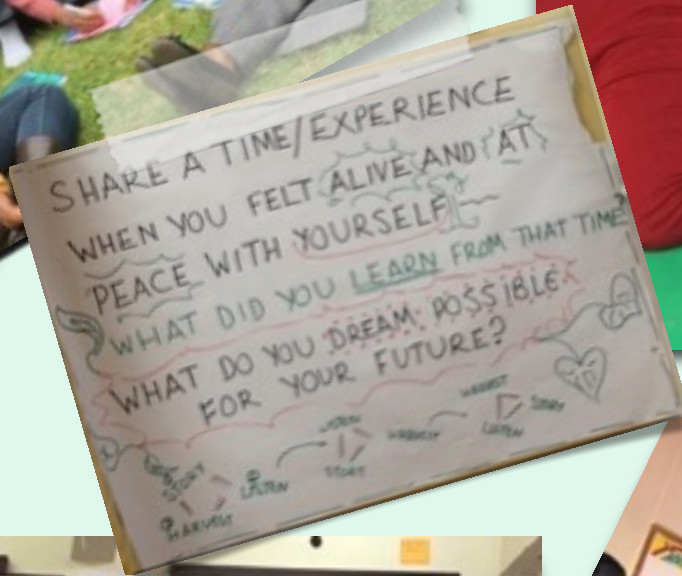
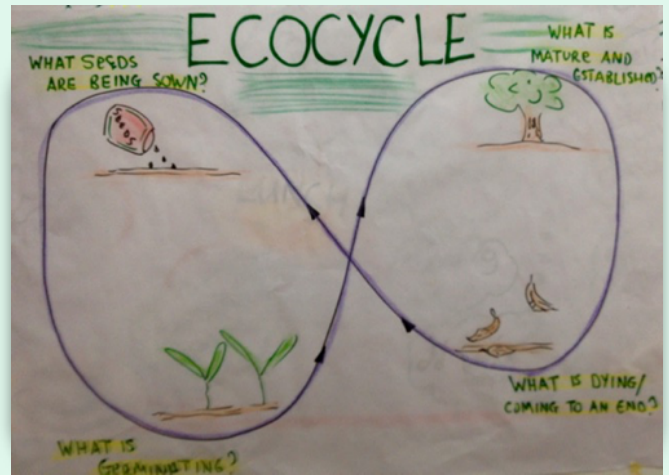
Divergence
Convergence



When you learn to practice the Chaordic Path, it begins
to look like this...



Eco Cycle Journey with Appreciate inquiry



Open Space Technology

“What question do I want to explore now to strengthen my life, my work and my hosting practice?”

OPEN SPACE META HARVEST

- SUCCESS BELONGS TO THE WHOLE TEAM
- GENUINE INVOLVEMENT OF CHILDREN IN FINDING SOLUTIONS TO THEIR OWN PROBLEMS
- EFFECTIVE COMMUNITY CONVERSATIONS CAN ENSURE PEACE AND SECURITY
- THE KEY INGREDIENT WHEN YOU ARE BEING CHALLENGED IS TO DO SOME RESEARCH ON OTHER WORKING MODELS
- THE CURRENT DISCOURSE OF DIVISION NEEDS TO BE CHANGED
- CONVERSATIONS CAN START ANYWHERE
- IF THE METHOD IS NOT WORKING YOU NEED TO GO AN EXTRA MILE
 - STAY FLEXIBLE BE THANKFUL
 - YOU NEED TO SHOW PEOPLE THE BENEFITS OF PEACEFUL FAMILIES
 - MEANINGFUL CONVERSATIONS TAKE PLACE IN A CALM SITUATION
 - TRANSPARENCY AND ACCOUNTABILITY ARE THE HEART OF ECONOMIC DEVELOPMENT
- CAPACITY BUILDING IS THE KEY TO BRINGING CHANGE

How to transform violent men perpetrators
GBV - Gender based violence
into CHAMPIONS
FOR CHANGE?
Amelie - VENUE C

YUSUF - VENUE C
LOVE CHANGE
THE CHALLENGE



Day three: Harvesting Blossom and Fruit

HARVESTING

Some harvest you take home and eat straight away.

Some you share with your family or your community

The rest you might replant into the earth

Like the Mango it might need not much care.

Or like a tender plant it might need a lot of water...

What seeds are you taking home with you from the first two days? Create an image & explain.

- ▶ CONNECTION AND LINKS
- ▶ BUTTERFLY EMERGING FROM CHRYSALIS
- ▶ LIGHTBULB MOMENTS – REFLECTED IN THIS COMMUNITY
- ▶ GROUNDED AND REAL



ROPE GAME

Learning about teamwork collaboration and leadership!



Storytelling and Collective Story Harvesting



The start of GBV programmes in Somalia

Khadija told her story how she promotes the sensitive community work around **Gender Based Violence**. The world we live in is characterised with violence against women. Somalia is one of the leading countries in human right violations, in particular GBV within the family, community and state. Traditional attitudes towards women help perpetuate the violence. The main activities to help reduce GBV: 1. Prevention to build community resilience and mitigate acts of harmful traditional practices 2. Appropriate medical, psychosocial and post incident safety response for GBV survivors 3. Access to justice and rule of law 4. coordination amongst the stakeholders responsible to prevent GBV including state, community and religious leaders.

Community decision-making in a local council in UK

Linda told a story of working with the planning department of the local council to consult citizens, community groups and local businesses about where new housing should be located in the area. The consultation was called “Be a planner for a day” and everyone was invited to hear the story of housing in the area, to take on all the constraints and guidelines that planners had to navigate and then finally to make some collective decisions about where new houses would be built. There were lots of different opinions but once everyone was up to speed with the whole situation and had chance to really talk about it through world cafes, mind maps and planning groups (complete with maps and houses) the decisions from each of the groups came in. Virtually everyone had chosen the same spot. Despite a lot of fear about handing this decision over to the public a well-planned and hosted conversation can achieve extraordinary results.



Art of Hosting with Pastoralists in Kenya



The story of Judith started in 2012 when Caritas Austria was invited to organise a 4 Days Knowledge conference for the Pastoralists' Livelihood in Marsabit County. Representatives from six different tribes of the Pastoralists (female & male), the Government, NGOs, UN, research institutes and the private sector co-created new pathways. Out of this "Marsabit Indigenous Organisations Network" was founded for improved cooperation and advocacy with the County Government. Currently a PolicyDialogue project is ongoing and uses AoH for the facilitation. Read more at <http://www.natural-innovation.net/old/multi-stakeholder-knowledge-conference-on-pastoralism-in-northern-kenya/>

"What did you learn through the lens of the story theme that could be helpful for all of us in our work?"

Power

- Involvement has power
- Shared knowledge is power
- Positive use of power for change

Collaboration

- Inclusivity, creativity & consultation
- Empathy
- Considering other people in decision
- making process makes them feel part of it
- Empowerment, patience, trust
- Collaboration creates common interest

Leadership

- When you give information to the people they have power to make decisions.
- Leadership is about planning.
- Leadership is inclusive (consultation)
- Leadership starts by respecting the local context (sustainability)

Vulnerability

- UK's story: All groups are vulnerable to each others interests
- Somali story: Culture can create space for vulnerability and acceptance from the community
- Kenyan story: Communal vulnerability requires taking collective action.

Shift points

- Knowledge
- Attitude
- Practice

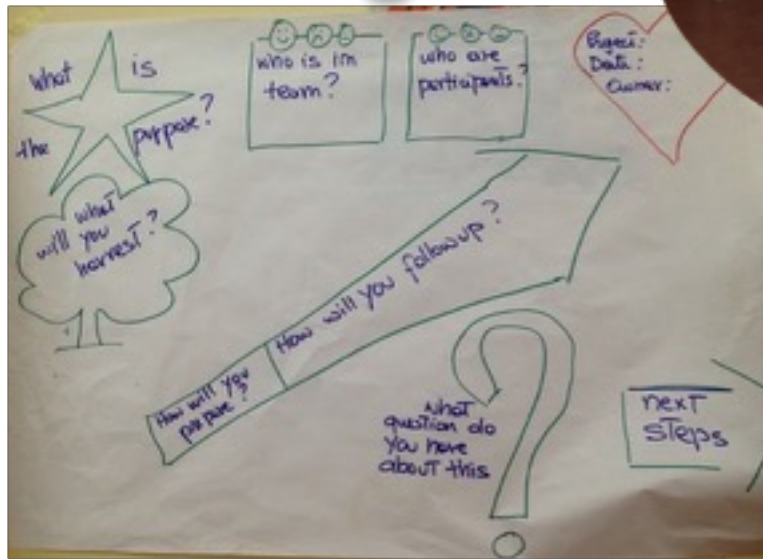


META REFLECTION

- ★ Lack of information creates RIGIDITY.
- ★ CHANGE requires a question to be answered.
- ★ Change requires TIME.
- ★ FEAR of the unknown is real.
- ★ Different LENSES create better listening.
- ★ The stories are as many as the LENSES.
- ★ It is OKAY to be vulnerable. Vulnerability is in EVERYONE.
- ★ Human RECOGNITION is key.
- ★ CONVERSATION finally leads to change.
- ★ Every problem has a SOLUTION within it.

Design for Wiser Actions

8 breaths of designing process in projects



Project holders call in wiser women and men to get coaching for their projects





Thank you to all the wisdom councils for these insights of the Project holders

1. *Art Centre - use of alcohol to enhance creativity*

Clarity of purpose
Bigger than Self

2. *NEEMA Children Farm Project*

Fresh ideas from wise men/women
Networks
Pointers

3. *Taking sensitive topics in community dialogues?*

Appreciative of the wise men toughness and curiosity
I was stretched with love to expand with these ways of thinking

4. *Design of inclusive community dialogues on child protection?*

There was a well of new ideas
Shaded my old ways of thinking through ideas and accepted new ones

5. *Create co-working spaces to support refugees to integrate*

Very inspiring to listen to new ideas from new people

6. *Creation of Citizen Participation Forums at grass roots*

Gratitude to see the complexity of the project
Sharing opens up the space and horizons to new perspectives/ideas
Continued conversation with the people on the project

7. *Equal education for all (Girl education in Somalia)*

Fresh and new perspectives of ideas
Not a single source

8. *How can we prevent radicalisation in prisons?*

Speak about radicalisation in prisons in Kenya

**Thank you for the
Open mind. You
challenged me.
Thank you to the
Somali team.**

CHECK OUT & GRATITUDE

**What is “My space”? Thank
you for opening up to me and
make new friends. A journey
of generosity.**

**First time I saw so many people
happy and not angry.
I appreciate this energy.**

**Appreciate the use of
“Art” – it will make my
work easier.**

**I’ve learnt a lot.
You did a great
job.**

**What is this AoH?
Very practical tools I
will train my team on
it.**

**Thank you to hosts and
participants.**

**An Environment
that was happy. I
laughed a lot!**

**Thank you for having me! It
was a safe environment to
share.**

**No power point
presentation, only
hosting! Thank you.**

**My first training I
come out without
critiques.**

**Happy that I was
part of it
:-)**

**Grateful
everyone was
important!**

**I learnt one thing:
Purpose is the invisible
leader in every
conversation.**

**When I go back I start with
myself, my family and my
community.**

What has called me to be here?

To connect to my deeper yearning;
To cross pollinate and weave ideas together;
To build trust, appreciate diversity and explore possibilities;
To find a collective solution together;
To express my vulnerability,
To breed creativity and collaborative consumption;
To empower each other;
To listen with my heart and not the mind;
To host and be hosted;
To harvest meaningful conversation;
To contribute to my process and processes of others;
To reflect and Process my ideas;
To experience and invite positive events;
To listen with attention, curiosity, express me and just be me;
To co-create, collaborate, share responsibility and connect at a higher level;
For indeed when we learn we teach and when we give we get!

Author Jessy
(Reflection by a participant)

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*"If you want to go fast, go alone. If you want to go far, go together."
African Proverb*