A joint intention statement, spoken from the intention itself.

The statement should touch upon the following topics:

a) Current situation: What key challenge or question are you up against?

b) Stakeholders: How might others view this situation?

c) Intention: What future are you trying to create?

d) Learning threshold: What do you need to let go of – and what do you need to learn?

e) Help: Where do you need input or help?

About "me", our joint intention:

I am "conscious human flocking". I am the longing - and the ability - of humans to come together and work on a project as one. Without losing our individuality and special talents and capabilities. On the contrary, where we are able to offer our unique gifts and talents to the whole as a service. Allowing them to blend into each others' unique gifts and specialties, so that we can solve the problem at hand. Which is both the bigger agreed vision and intention that we set out to solve in this round of conscious human flocking. But also the smaller obstacles we meet on our journey towards the bigger vision. We do it by conscious human flocking. It's an art to be learned and practiced. This Women Matters group of 5 can show you!

a) **Current situation:** Most people are not aware of the need for conscious human flocking. We do not have a joint vocabulary for it - neither to describe **what it is** nor **why it's needed**. If we do not know what it is and why we need it, how can we learn to use it? <u>So we need to make this conscious and visible: *The why and how of conscious human flocking.*</u>

We are in a mixture of different development stages in our cultures. Primarily traditional, rational and pluralistic stages, with each their values and mindset. There is also an emerging "integral" stage, including the "best" from the previous stages and transcending the rest. It has a fourth set of values, and is probably the first one in human history based on TRUST and abundance instead of fear and deficiency.

So basically, four different development stages are trying to make themselves heard right now - and we all suffer from it! And only one of them – the integral stage – has the possibility to understand and include the others. So it needs to take on the responsibility of facilitator. The other three have wonderful values and insights but are battling each other, based on beliefs of fear and deficiency in the world. Only by listening and including the beautiful values and insights of each level and transcending the rest, can we (as a collective species) move on.

Developmental theories explain to us that individuals cannot skip levels, so every human have to go through all the levels, one by one, in the assigned order. You cannot skip being a teenager and jump right from pre-school to adulthood. However, cultures and organizations CAN skip levels, and jump from one to another. So if a significant portion of individuals grow into the integral stage, they can pull a whole culture or organization with them. Meaning that the organization or culture can act from an integral level, even if all of the individuals in the group are not yet there.

This is what we intend to create the basis for here. If a significant portion of people understand the why and how of conscious human flocking, we can start doing it - and pull along the rest of our cultures and organizations. Start small and grow bigger over time!

b) **Stakeholders:** I think we need to group the stakeholders, otherwise it gets too difficult! Because ultimately, it could be the whole world…

1) *So the most intimate group is the five of us, which is probably also the most important one at this early stage.* We five need to agree on the "why and how of conscious human flocking" – at least enough to want to go on with it in a broader context. And I don't know us well enough to understand where our potential differences and pitfalls are - as well as where our talents are. I do know that our longings and our general trust need to be big enough for us to want to address potential barriers ♥ But are they? We'll see!

2) *I think the next thing is to be conscious of the development levels of the people we're addressing.* We're probably not addressing a lot of traditionalists, but we should expect a lot of rationalists and pluralists. And of course we should also be aware that no one person operates only from one level of development. Usually our different intelligences are at different levels. So our cognitive intelligence might be at integral, but our emotional maybe at pluralistic or rational, and our subtle energy perception at traditional. This is further muddled by the fact that most people at the pluralistic level feel an innate resistance against levels and hierarchies… so we cannot even talk about this without people feeling resistance! So we probably need to rephrase this. Maybe even in this group?

So when we're talking about conscious human flocking, we might be able to talk about the WHY without getting into too much trouble (it's about solving problems from a higher consciousness than that which created them - and also about pooling together as much talent and sensing as possible to expand the field of innovation. That's probably something most people can agree on). *But the HOW might be problematic for all but people at an integral level?* When the "how" manifests itself, we shall see, I guess!

So until we have agreed amongst ourselves and found a joint how – and then boiling it down to something that more people can understand – we probably shouldn't expect a lot of others to understand much? And that's OK, I think, as long as we are aware of it ☺

c) **Intention:** What future are we trying to create? A better one ☺

I think about the "doughnut" model of economics is a good picture for this:
-> A doughnut has a hole in the middle – this is where we do not meet the legitimate needs of people. So this is where people starve, freeze, do not have optimal health conditions, cannot sustain their own survival or "appropriate human right-level" of being.
-> Then there is the "bread" of the doughnut, which is where humans thrive, are healthy, can sustain their families, feel free and creative, etc. And where we still live within the boundaries of the resources at hand – meet the 17 Sustainability Development Goals of the UN, for example.
-> Because outside the doughnut is where we exceed the resources of the planet, where we deplete, pollute, etc. So that we do not take care of the next generations.

However, I do not think this is exactly what we are trying to achieve with conscious human flocking – this is "only" the ultimate goal. *The intention of conscious human flocking is to develop a method, a tool, to work together? To really MEET each other and pool our talents – and overcome differences and barriers, in order to achieve a joint goal.* Whatever that might be – but probably a

worthy one, or we couldn't be bothered to learn a new skill like conscious human flocking!

d) **Learning threshold:** What do we need to let go of – and what do we need to learn? I don't think I can answer that for our group until after our first workshop. But I do know that we are breaking new ground and should expect bumps on the road – and be ready to deal with them. *Do we know how to do that in a skillful, compassionate and effective way?* And what about inviting in all of our talents and resources – do we know how to do that?

In effect, we need to be consciously human flocking, while discovering the why and how of conscious human flocking! But can we split it up into more concrete skills that maybe some of us already know about and can help the whole of the group in manifesting?

I just was pointed in the direction of this concept of creating a safe space for thinking environments – maybe we can become inspired from this?

The Ten Components of The Thinking Environment®

ATTENTION
Listening with palpable respect, with interest in where the thinker will go next, and without interruption

equality
Treating each other as thinking peers
Giving equal turns and attention
Keeping agreements and boundaries

appreciation
Offering genuine acknowledgement of a person's qualities
Practicing a 5:1 ratio of appreciation to criticism

encouragement
Giving courage to go to the unpopular or cutting edge of ideas by moving beyond internal competition

EASE
Offering freedom from internal rush or urgency

information
Supplying the facts
Dismantling denial

diversity
Welcoming divergent thinking and diverse group identities

FEELINGS
Allowing sufficient emotional release to restore thinking

Incisive Questions™
Removing assumptions that limit our ability to think for ourselves clearly and creatively

place
Creating a physical environment that says back to people, "You matter."

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e) **Help:** Where do we need help to manifest the why and how of conscious flocking? I don't think we know yet! We need to get to know each other better, in order for us to know where our group "holes" are. Where we potentially need the assistance from others with other types of skills and resources? Maybe we are a "perfect Belbin team" already, who knows?

Team Types

At each stage of the task team roles become more valuable.

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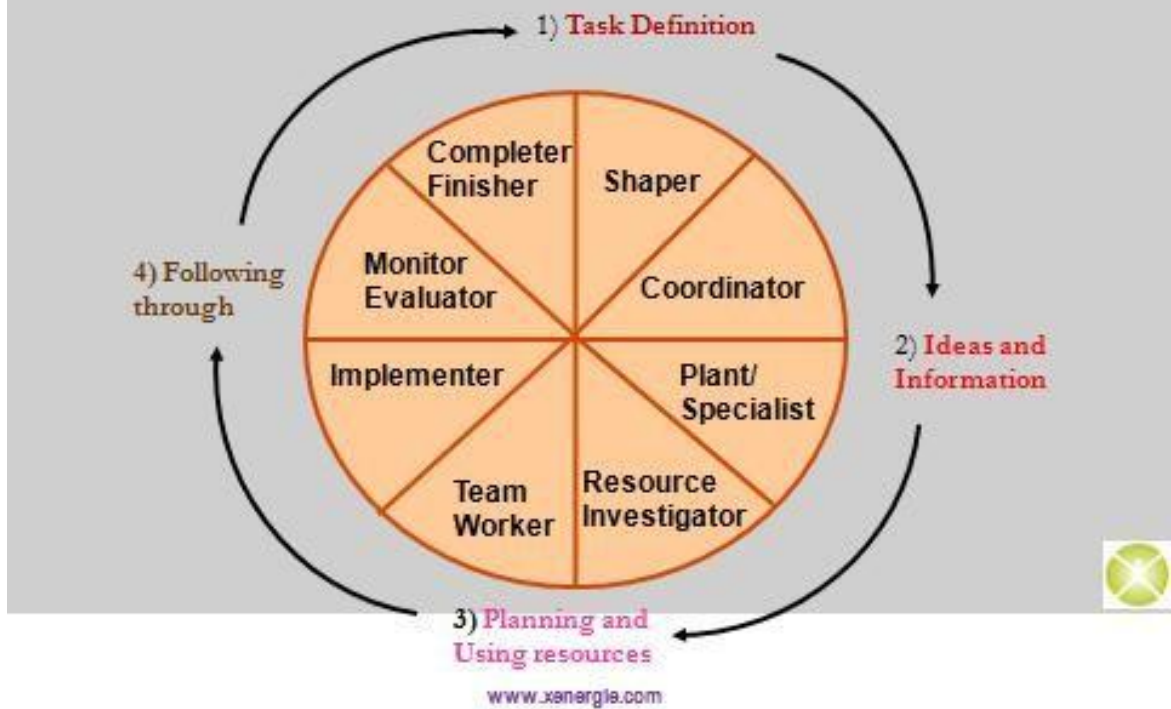
Team Role		Contribution	Allowable Weaknesses
Plant		Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.	Ignores incidentals. Too preoccupied to communicate effectively.
Resource Investigator		Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts.	Over-optimistic. Loses interest once initial enthusiasm has passed.
Co-ordinator		Mature, confident, identifies talent. Clarifies goals. Delegates effectively.	Can be seen as manipulative. Offloads own share of the work.
Shaper		Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	Prone to provocation. Offends peoples feelings.
Monitor Evaluator		Sober, strategic and discerning. Sees all options and judges accurately.	Lacks drive and ability to inspire others. Can be overly critical.
Teamworker		Co-operative, perceptive and diplomatic. Listens and averts friction.	Indecisive in crunch situations. Avoids confrontation.
Implementer		Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.	Somewhat inflexible. Slow to respond to new possibilities.
Completer Finisher		Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.	Inclined to worry unduly. Reluctant to delegate.
Specialist		Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes only on a narrow front. Dwells on technicalities.