

**Transcription of Co-operative Inquiry Research Group at OPM
3rd June 2011 4.00-6.00**

Present:

A, B, C,D,E,F (Letters changed to protect identity)

L—you've got a lot of tan marks stefan—looks like this life style suits you. D—there must be something in it—I noticed when richard walked through the door that he looked laid back and healthy and calm—steady L—he looked quite wan—yes wan pale and wan—b—sigh---s I fell asleep in the sun—I should get some make up—can I borrow some of your bob—S—its quite pricey B—esp the stuff that gives you the extra tan really—L—tactile imargo—sounds intersting—D-its something we were doing in the supervision session—very useful—I think I may do it with the team—hello paul S—hello paul and hello to you all—ive bought you all a water. P I would have been here earlier but I realised you cant get cold water out of that machine—L—how long has that sign be there? S—welcome to you all—all in the same room for the first time—its quite...B-steady yourself down my son. S—when you think that this process started in the autumn last year for all of us to be in one room at one time is quite exciting---do you mind if I recordM—should we speak in proper sentences. I have circualted the transcription form last time—it is what it is and sometimes my fingers don't keep upand it doesn't capture all the feelings. Shall we have a quick checkin—is that a good place to start?

Umm—can you suggest a chkin liz—where are we at where are we now S—what questions do we bring now—anyone can go. P I always expect a stampede of extroverts---B—myers briggs rubbish P—myers briggs rubbish happy to start S I feel in a really good place—just come back from two good days in belfast and top team in newcastle and a round of coaching in Notts— gone all well some really good learning that I can bring this afternoon—have been consciously using stuff around conversation lots of good stuff emerged for them and energising and read the notes from last time—so that end of my life has gone well—as for managing the business side of things its really quite challenging need to put that down— ther eis a question in my head when Im with colleagues I really love it and it breaks my heart that we are not bursting with business-the stuff I have done out there has been so so good—S—welome in. P—thank you Stefan. D Im happy to go next if that's not treading on any toes---L—two introverts—so where am I—I have been on a partial contract day—not switched on the PC—feel a bit of the loop in respect to work which is nice but I do that each time since we meet on a Friday—I find it very liberating—like Paul im finding these conversations very helpful Im finding the conversation and what we do very useful—doing some team coaching with a council—challenging—only three of them which is challneging in iteslf which is I find a group of 10 less challenging—they say they are getting lots of it my apologies for not circualting a question—it is forming I think its around “what makes my coaching impactful”—and wahts coaching? Strong focus on what I bring to it—started to look at that. Pleased about a marketing event Helen and I did a couple of weeks ago—it was down in canary wharf—I thought it would eb in a marquee but it was a sort of yacht sail outside the tube station. Our brief was to offer ten minutes brief coaching to passers by—just up my street—no time to reflect at all—windy—terroised—two sports people there—I was next to speakers—if you could design the worst scenario for coaching this was it. It was fantastic—we each coached 8 people—helen was wrecked at the end—I was high as a kite—I wanted to more—each of them said they got loads out of it—which provokes the question what is coaching what the hell was it that I did. I maybe did nothing maybe people just wanted to talk.

B—I had a really good april/may with prison service—I really enjoyed it—nut since then work has been much less and I guess where I am is is anxious personally and Opmmy—try not to bring it into the room but it does pervades things—I haven't circulated anything—I wasn't at the last session I had a conversation with stefan a little while ago about the question—I have two questions one worked up another which needs more shaping up and I would welcome the opportunity to look at them . I want to re-iterate that —not getting emotional just have something in my throat—um— but when I have attended I have found it really helpful as it something OPM does not give us often enough—I found it a space where I am able to talk S—more water M—shall I go next. I've been stuff related to coaching ILM programme—proposals — one is quite interesting---healthy org—really enjoyed the coaching supervision sessiona and found myself using some of the stuff---the other piece of work I have been doing has been the london councils equality project some of it I have found exhilarating and personally challenging—interviews- so I am playing around with that—the other bit to distel key messages and play back to them—that was good although I found that I needed Helen and Tim to help shape that—the question that I considered last time is around what is emerging for me as I do more conscious reflection and I would say that when I try to do that I tend to become very critical of me and then I wonder why I am doing it—so I find the need to look for a way that will help me do it with out beating myself up about it and I come to the consclusion ofeten that someone looking at it objectively would come to the same conclusion that I have—but of course I don't know—I need to elarn how to do it in a positive way—that's where I need to get too—I am beginning to refine the question more—it is all about me at the moment-I am conscious that the questions you have are also about other people and I don't want to be self-indulgent but at the moment I think I need to stay with me so my question is “ what is getting in the way of being fully present and by that I mean as fully present as me as my authentic self so I can be a resource to others—so its not self obbsesive—so I can find a way of working with my emotions and intellect—because I find that some of my emotions,demons, PITS I need to turn into PETS D—thank you jonathan—M—I find my emotions overtake my intellect something happens that means I am then not absent but not fully present and that's what I am recognising through reflection—so that is what I need to work on and that is where I am. S—welcome in

S—shall I go 19.25—um my question last time was to do some thinking about philosophical underpinnings—and I found my head spinning—found a book introduction to philosophy with lots of cartoons —very helpful—but I have been doing facilitation and coaching and conversations all ove rthe place—some of the things we talk about are reflected in what the philosophers have said---one of the things about this type of inquiry is that you can bring material form outside—2027

You know I was just thinking as you were speaking about having materials available to us about reflective practice to have that available to us as a resource but ive been very intrigued by that—as I read something I notice more about it—its really really interesting to do that genrally speaking ive been doing lots of engagement with academia been stretched in lots of different ways—whilst its not day afte rday it's a lot of engagement deliberately with quite a different context and different contacts and my own research. I come here today with my own sense of loss and it comes from personal stuff its stuff around friendship whewre there has been some big losses over the last few weeks-0-they are colouring my sense of being present at times and as I expereince loss at times I want to cover it over and dissapear at time from the pain of that so that's been it —that's life—its great to be here with colleagues. L —feels quite poignanant reading the notes form last time I was in a place of loss last time with a relationship break up so reading where I was in terms of vulnerability and being with colleagues and being able to bring that into my inquiry I feel stronger now I was being a bit flippant downstairs but I believe the only way out is through and I have stayed with my feelings and the range of feelings ive had and its been very rich

some of the insights ive had and coming back into relationship with myself and feeling effects of how how I lost myself and coming back to myself has been very important in the last few weeks and ive seen the difference in expansion and opening up again and integrating that has been very important and so my question about how to keep connected just recognising how mmm reconnected with some of the stuff I did ages ago when I did my masters at ashridge —there was book called womens way of knowing —it was about a more embodied way of knowing and it has been important to access that and this links with what you were saying how we integrate the feeling level with the head and how I notice when I working with a client particular CEO how I notice my throat tightens up—and I can feel it doing it now as I think of her —so what is it telling me and how can I access that in the moment and helps me in how I am in relation to her in the work I am doing —so its about bringing some of that feeling and vulnerability into my work and integrate that and also noticing when I get disconnected like the day I worked with CEO and some senior people and I noticed that I started taking responsibility for the task they were meant to be doing and so lose connection with myself and them and its only afterwards that I could see it —what was that about —what happened —how did I lose connection and being more awake about staying connected and by working in that was how powerful it can be and when I disconnect and then re-connect . I suppose what the uncanny thing last time was how cos you were were not here paul but you were in the room but stefan brought your questions in at the end when a lot of what we were talking about in terms of connecting with the intuitive level and then your questions kind of almost flowed into the conversation into an almost flowed in an intuitive way did feel a resonance—that's trusting emergence S it felt like a blue peter moment—heres one I prepared earlier. If I can build on what you were saying Liz to open this bit of our time together what I am proposing for our time—you will have seen in my email how I have wrestled with how we could use this time—what I own is that I have a whole load of stuff in my head about stefan your engaged in research project —you are going to have to explain to a wider audience you are going to have to work with these folk to get consent from them to negotiate what is the output and how and when do you do that I have a whole load of ethical stuff in my head about how and when do you do that I am also thinking about the process and I was looking at a chapter about this type of inquiry==Peter Reason sets out stages 1-4 of this type of inquiry and part of me thinks we are at stage 1 and the other thinks stage 4 and perhaps we have gone through a whole cycle and we are coming back to 1 which is the beauty of this type of process that its not something that is written in a book but is about us. I had a meeting this week with someone who is doing the same process as I am a really interesting piece on the impact of coaching and supervision—she told me about how she was setting up her first meeting with her team and shed done this and that and id said that really interesting I can remember doing that but its not quite how it works so I am connecting with her and saying how it how it works—it is what it is it is what happens between us and what we design together—I am in the body at the moment as I can feel the stress of it as my voice is getting higher and higher—what is my want here? What is my want? What is my need here? I guess personally it is about the depth of reflective practice and learning and development that this type of group offers and the desire to access that myself and how you all might experience that yourselves and then how might we use that to inform the wider world about developing consulting practice and support OPM's practice in the future so its multi layered so the way I would suggest we start this afternoon is as an inquiry—what is it that we are learning about being inquirers I love the stories coming around—what is the right question how do we get to that right question how do form that together we support one another in that how do we support one another becoming researchers I am using the term inquirers interchangeably because there is something I am learning about being researchers from the new models in social sciences what is is to research into practice and how I grow as a practitioner researchers and I have a

desire to share that with you P I would really value that and you sharing what you are reading about that is impactful on you and models –no need to give us a tutorial on that –but if there is material , models that you come across that is interesting I would be really keen to hear about it if only its two minutes –reference and pointers etc –it would be helpful. M its making me think about our group here and im really quite interested in what you are saying but also how we can do collaborative inquiry and our practice in the future how can we do it in an inclusive way and some of the things I am thinking there is a danger of thinking assuming people are equally able to contribute and doing similar things but people may be looking at similar things but from completely different perspectives so the example I have is of in the coaching programme –diversity module 5 there is an example someone from noms wanted to speak about –she wanted to talk about a leadership team where there was a macho culture and we explored this but when I think about one thing I could have differently why didn't I stay with the macho culture because that what she needs rather than ummm where we went which where was do other people people need –we went in a different direction---because it felt people didn't want to spend time on that perhaps I switched off from things—it felt like I was letting go from things that would be quite key in sorting it out—P yes—M I wonder how much all of that we may be doing –it doesn't make it inclusive or really hearing what the real problem might be. D I think its about because I have had that experience I think its about noticing the things are taken for granted –the term macho culture is just a phrase what we need to do is home in on things like that rather than find some other connection—what im learning is that when I hear things like macho culture is to ask how does it manifest itself –rather than throwing it into the conversation as shorthand so that we all understand and there is a huge assumption about what we all mean then based on that assumption we move on to another part of the conversation which might then be flawed at least not understood. P –I am really interested in what made you feel that you didn't want to spend time on it—M I think that's about this thing about not being fully present with myself because mmmm its about not trusting initially that's what it about and it would not be legitimate to spend time on it. D im wondering what would happen if you spend time with it and it wasn't the right thing M—the right thing might emerge P—or you might waste ten minutes. I think there is a real parallel with Stefan's dilemma we have to deliver –we have a module but key elements are about exploring inquiring just like in a coaching session—this feels interesting what do I do with it –do I just leave it or do I put it out on the table as stefan has just done guys this is what I managing it feels quite tough. S something about contracting that is going on for me—contracts with many different parties and what contract do I have with myself. Just one thing I want to share and taking your point munira about inclusiveness is that everyone has a lot to bring. One thing is Kantian philosophy—ok I tell from the reactions laughter---no no---one thing he talks about is about how we talk as if everything is real and this notion as if—we talk about an organisation as if it were a real thing—we constantly talk about something as if it was real so a macho culture for example we talk about as if it were a real thing so here what I am talking about as if it were a real thing when actually it's a whole set of built assumptions and a bit of history—last week I helped facilitate a two day programme on medical education leadership and the facilitator there spent quite a bit of time on argyris and schon ladder of inference which is one of those—ive seen it on the OPM slide pack and Ive gone back to it and been thinking about the assumptions I make –going back to your example m maybe they are all thirsting to talking about it but the messages you are receiving from yourself are they don't want to do or they will get angry and macho culture speaks to me of anger and culture—so what is that we can do to bring something rich in L –the thing for me is to practice how we might bring collaborative inquiry into this group how we might explore a particular issue or practice so we are having a go here . I don't how we want to work that we each bring something that supports our question and that we work with an individual to unpick what that saying

That we support another person in their inquiry. S is there an experience 45 With the question in mind we support others—I don't know if that's what co-operative inquiry does S—is there anything from your experience of group process that have been really rich. L—I am trying to put behind me action learning sets which for me is often the one I'm most used to and familiar with but this is not an ALS so what's different about it and from what I understand there is more of a doing an inquiry out there in our practice and then we bring it back to this group and through that we make sense of it together and there is a connection with the overall theme—to make it real it would be good to bring examples back from our own work which would be good in its own right. I'm not part of an action learning set so I can do it in supervision but there is something different about doing it here. M—the thing I am struggling with is doing it for your own question and I'm just wondering if we can help each other with the question and bring back what we have read. I'm just wondering how I can focus on my question which feels a bit different from other people's questions L—I think your question is very similar—yes P—I think your questions from reading the notes from last time your questions are very fundamental—whilst that was touched upon by Stefan's comments about loss—I have really been struck by—what is that I need in order to feel brave enough to do the work I do because I have felt more courage in the last 12 months—what is about that—I attribute it quite a bit to working with Liz and working with the OD group I found that enormously helpful working with colleagues in Harrow and Nott has been very supportive for working in this way whilst in the past I used to think keep them sweet and get them out of the door—laughter—whatever—no actually—so your question about feeling confident enough and the kind of support you need to feel confident is a critical question. B—so one of my questions is about when I hit resistance in groups and your comments about keeping people sweet really resonate with me—that's the kind of consultant I also can be—keep them sweet compromise—I guess it has been highlighted by some of my work with the prison service—the tattooed chap in the corner and he doesn't want to play how brave to I feel and what is the impact of the way I push back on the group so it brings up issues of self confidence, bravery and quite a lot of other things. L—I heard you say what stops me from being present and that's a reframe of my question about what keeps me being connected and what happens when I become disconnected D and that's connected to my question and what affects me being effective I assume is being present in the room S and that's connected to my question—who am I with you and what's our understanding and shared and your understanding of that—D there is something about what happened in the supervision session—without rehearsing all of that . 50

S—who am I here and what's shared D—what stuck me about Jenny and what she was saying about supervision and that's it's about practice and not problems in our practice because most people in the room were saying that they having nothing to bring but Jenny's response was that if you are passionate about coaching you will always have something to bring that arises from brilliant or poor practice—and this seems to be connected to the inquiry question—we seem to be at our best when we are passionate and connected to the topic or the people we are with—that's what I sense for myself and there have been times when I have jollyed people along but I'm getting braver about getting stuck into things and I value Stefan and his approach with Proactive—the sense that I am here to do a job but I'm not here to do their job for them—if they have problems then they have to sort it out and my job is to shine a light on it not take it onto myself—and I think you find that bravery and fantastic things start to happen—M—if I think back to the event I was at yesterday you know—when I was in touch with myself I was connecting with a number of people in the room so maybe the brave thing to do is to acknowledge that and that is the difficult thing I don't know how you would do it—S—I hear another question behind that which is how you know when you are connected and how do they know they are connecting with you—how do we know—they may be having the most fabulous time

and have fallen in love with you but the the research question is how do we know what is going on for other s when what we are relying on is a series of non verbal or verbal cues and thinking back to some of the coaching sessions which have been most dreadful—I had two this week- which I left realised what was that about—in one case the person spoke for a good thirty mins without me intervening—mmm—what added value have I added here but there expereince is hugely different from mine P—their needs may be hugely different form ours we expect people to have similar needs to us in that room at that time when they don't-in harrow in the closing session andrew was quite critical –he said it wasn't as intellectually challenging as I thought it coule have been—otehrs defended the programme but I encouraged him to say what he did—they all laughed –andrew had his needs and others had there—how do we know what level connection they need to get what they need from the time we are togetehr—D—if we contract with them well then we give space for that to emerge to take time out of the topic—how do we need to frame it and shape it B—im sort of reading ABOUT SELF MANAGED LEARNING AND THIS STUFF ABOUT connectinon with the org and people having different degrees of connectedness with the organisation agernda and that's quite important and that would inform what we did—some people w ewould be close to what they needed. P it can be in the moment contracting –it can be as simple as saying im not feeling as connected as it would be helpful for you—is that how you feel—it can be that in the moment stuff are we having the conversation we need to have in order to be helpful to you—just very simple stuff—S just had an aha momnet—just thinking about my journey here and the loss and im going through a bit of the anger phase—and I don't do anger very wekl but what I do is find an opp to complain and when I find one I take it with both hands and today I went to the ticket machine at the station and it printed out the wrong ticket—rang up helpline—then I got through to another person and then the travel centre—I had to fill out a form—spent time at the counter—sense of power –if I was in a room being facilitated I would have all this stuff going on –it wasn't any persons fault 1.00 ---I just thought there about choices being made about how you handle our emotions –you know when we meet people in the spaces I meet them in they may all be wanting to complain or be angry with something or want to interupt what you are doing-L well its happening in the sector its ripe for people to let feelings out—I think it has escalated a bit id say how we can sometimes personalise it rather than something that is going on in the sector and reflect it back and ask what this might be telling us –and for this group what this space is about and how we might use this group for nourishment and whats brought us together and what need is it meeting that cant be found elsewhere D-theres a danger that all the things you talked about earlier –like all organisations there is a danger that we ignore this stuff cos we need to concentrate on the business and we have to survive but the two need to fit togetehr in somewayL can I just check with you how you put the Directors role to oneside just wonder how it feels coming into the group as a colleague while also having that role. P—to be honest it must feel pretty easy cos im not conscious of it it doesn't feel im wearing more than one hat or carrying that I can put it down and leave it I guess that's because my experience of all of you is as colleagues –if I had a line mangement relationship that might make it more difficult but I don't—the bit about the organisation I am carrying more is the bit about about loss and not seeing you L after the programme we ran is a loss—I worked with Sophie for a year and now she is gone that feels like a loss so there is that sense of working with colleagues and then it ends and you don't relaise what nourishment you have been taking from the interactions until it ends—so its that I carry into the room L im raising it because I don't know it was quite a stressful time in the org and a lot of anger and feeling this is a place to bring this stuff and that I we-you feel comforatble I suppose that it does not get in the way P-if its getting in the way for any of you guys you must say –I am here because of my practice-0—ive made it very clear that there is not long for me to be a Director—L personally im just naming it and we are part of an organisation and how

the dynamics in an org can play out in group like this so its about naming it—without it being left unsaid ---D—yesS I think what Im hearing is a question one of the question im hearing is how do we develop as consultants and I still struggle with that word—how do we develop in real life in real work—and how does development happen in an organisation like this one which is in the real world at this time—theres hierachy theres business challenges culture targets and the question im bringing as a reseracher what does this mean for our development and also the development of others in other consultancies so the question—what works why does it works and is there something transferable for others from what we learn that's anotehr level of learning –its very explicit—its why I feel comforatable about the process because its what happens with these people at this time its not an abstract in phases 1-4 its what do you needL –I feel more courage to do what I do when Im working with Paul and I feel less courageoud when Im working with some other individuals in the organisationa and I feel I want to talk about that so that this is a safe space so Im naming it as a reality cos in an inquiry its going to be important to have the safe space to talk about others in the org—cos somethings hinder and get in the way P before I lose it just want to come back to stefans point because being able to work with coleagues is a critical bit of it –something that has been obvious to me and partly its been brought to the fore by this group and I want to put this stuff about conversation into the room and im finding the things my clients are struggling with Im thinking whats going to help them and all there energies are being used –whats going to help them so maybe use the question that you guys might ask –whats the conversation that you need to have –and if you had it –I had the question from you guys in some shape or form and in the energy in the room within half an hour was phenomenal –so where did that learning come from—it came form conversations with you –then swirling it around in my head and then the situation—the thing I want to say you munira—im more nervous now about doing this work now than I was twenty years ago—why is that/–its because im more aware of it—what can go wrong B im like a coiled spring much more than I did ten years ago P—why is it its really important to understand why im more nervous/anxious D—you took the words right out of my mouth I feel exactly that –another hotel room lying awake—M then the implications are that it plays out at not being at your best—D –for me it helps me be better—and I have a mantra in the morning which is around—you can enter this in two ways either as a nervous wreck or as a bit of fun—go and enjoy it and that works --erm for me part is part of the problem is im holding all of it all day and all of the people—I have a picture of them and I play tehday like a tape and when I start its fine –theres that sense of what happens if it goes there there or there what are we going to do---B—I look at the delegate list—what is he going to say---D does it explain a lot—some respects it helps –B often we have a nice toolkit and I can call on things that I did not know—but I am aware of much more than I was of what could come my way and that how the group is feeling D—its get worse as you get old M—and its ok—S –for me the liberty comes..115in the notion that's its all development and that life is all learning and in a way what I am doing in the sabbatical is to see things that way I have the luxury of doing something and then reflecting on it—for example I rarely do a presentation and I did one recently for Jonathan at UEL coaching senior execs in transition—what do I know about that but I did the reading –one book said 5% of learning comes from listening to lectures and 85% from teaching others so the contract for a conference presentations for my benefit—so holding on to the reality of that when I see feedback from 60 peoples feedback sheets who may say that they have not learned muchP—those of us who have been teachers know that we learn more form teaching than the students necessarily do M—may we reflect on what you are saying about seeing how we as a group develop and what other people can learn from that is slightly problematic—because of the nature of what we are doing because it feels like a journey, and the participants we have around here in the group and the way you are facilitating it so I don't know how

one can replicate that but I do find exciting is that actually what Liz suggested if we have our questions and do a bit of reading and bring that into the group and find a way of acting some of that out I think there is a lot of value in the that but I think the thing you can do is set out the process is that what you were meaning? S yes exactly that principles or practices---M—but not a programme....S no no –what is it that creates an environment that helps encourages people to come together to learn and what are the conditions that help them to learn. M as you were speaking a fascinating thing because the way we do programmes we need to shape them so that people have those conversation around what will help them to learn—I had not appreciated that but its very useful and exciting. D—I think that is starting to happen—Nottingham programme is imbued with aspects of this –Notts had a distinct difference to it although the ILM coaching programme looks similar in terms of materials but the way I deliver it now is very different from how I did a few years ago –its more about who are we as coaches where are we going to go with all of this—lets do it—S AM INTERESTED IN THE CONSTRUCT OF A PROGRAMME AND WE TALK ABOUT IT AS IF ITS going to be a programme as if that's what the development is—the development is changing as we work with clients—clients start with a very specific brief –M—I have to put my hand up and say that's how some of my days are and it maybe because I don't come from a teaching background but you know I need to get that under my belt for the ILM—L Im finding much more getting away from programmes and the stuff is about how we use it in reality –how do we weave it into what we are doing in a deft way like this week with Swales –how do we engage with the elected members and help them to read the political landscape –so you can do this stuff –getting them to do constellations enabling them to see where they stand in relation to one another and then bringing in the fox and the sheep but doing it in a way that is not about—that's what I really interested in how we use stuff to stimulate the conversations—that's the test for me how we can use the stuff to allow for that much richer conversation I don't know Im trying to see how we can do moreD –its how we can connect models with what really concerns people—heres a book or heres a model—if you have peoples commitment or enthusiasm that's where we have to get to L –im conscious that we could have talked about elected members very analytically and in an abstruse way I just thought it needed something else—like the constellations idea a bit more risky but that's what people remembered and shifted the conversation I don't know if I was working on my own and feeling ok I suppose –if I was working with someone else who was less comfortable with it I might have been less courageous just an example I might not have done it –im just giving that as an example really—is that what we are talking about as to how this informs our practice are there some examples we could write up between our meeting that starts to develop a body of practice about a different way of working that will be useful here and shift the conversation in OPM as well-S and in the sector we work in –that's a good point for us to pause in –would people like to get a cup of something—I have some ideas about the next session –I have a question about whether a half day would be useful—im discovering a that we have a lot to get through.

D one thing that sticks with me is a Proactive moment—its at one of the management conferences for that programme erm and we stood and had a conversation and I was feeling quite pressured as project management—and I remember stefn saying that its their relationships and their learning—that was very powerful-S I sort of remember---I remember a previous conversation about new stuff---some of the stuff we are doing is very old stuff—we are talking about an incident a few years ago when I got a piece of feedback from a participant who said that they wanted more new stuff and less old stuff and I was left thinking—well what is new stuff and when does it occur and what did it mean P –stefan would you excuse me for a few moments—S I forgot my pin number my credit card this week and I forgot it at the petrol station---this woman I want to get this woman out of the way (story about lost pin number)B—post-it on the

mirror---L anyway we will finish before 6 and then we can go to the pub—best pub in London—very friendly—stay focussed

S—so you will notice I put in a number of things before you went for tea—a half day--

-P and L I'm up for that name it—fix it now---put an x just go into doodle website and I will use the diaries here —we saying a weekday—ok ---B—lets start with that—Friday afternoon—D start at 2-5.30 say—OK WHERE DO WE GO AND THE COST OF THAT—would OPM chip in—shall I ask sheba—P you are welcome at my house –

thans Paul for that offer---P its an offer—S I will send notes round with suggested days—S –ok I will commit to looking at practitioner process-L articles we can come across we can circulate—maybe hows this as a challenge as we identify the question and that we find an article that speaks into what we are researching—perhaps use Google Scholar—it often provides you with full papers—if you want to explore a topic and find what the domain looks like D are they are reliable S yes academic papers research of different sorts—its not access to the whole world—quick route into what you don't pick up on google. S do we want to spend a bit of time making sense of what we have been talking about . P something that came to mind as you were talking stefan –its not so much about me finding my inquiry question its about me helping them identify their critical inquiry question reminds me of Belfast some one came into the room with a pile of stuff –how was I going to help them with it –they had sent it to me in advance and I really struggled with understanding it and I was honest with them—they said thank God you said that lets put it to one side and have a conversation about the question we really need to address and that led to a very productive conversation about how we work in a neighbourhood—all the papers teh made sense—that was borne out of my panic—whats the inquiry question you want to answer—the question was whats the best way we can work together to improve the quality of life of people who work there—it was something life that—that mirroring we have been doing this afternoon—our question and their question it suddenly clicked –D an interesting shift in the dynamics—you are less of the expert consultant and we are in it together—L –framing questions—what might that mean in the interim—maybe I will need to think of writing up suggest critical incidents—S so where you have noticed a connection with your question –L or maybe not and why and maybe also to write something to send it around—would be good to send it to this group-we could spark off one another B creat a momentum—L—some nuggets D does not have to be long –a few lines---what did an interaction raise for me S which is reflexivity as well as reflection—ther eis a frame for thatD its those moments of panic when you are thrown into a different arena—I had one of those in the coaching supervision when we had the tactile imago –plastic jar full of objects and she asked us to work in pairs –it was so powerful just the reasons why you chose and position them---its those occasions when you have complexity and just using those objects so helpful. So im struggling with the same question those moments when I am most in touch—like the idea of critical incidents---L is that not the critical different just describing a flavour of what happened—I think that would be really interesting—little stories S narrative inquiry –speaking to the tape machine—and my advisor—S CAN I SHARE MY STRUGGLE WITH FULFILLING MANY ROLES IN THIS INQUIRY –MY QUESTION IS TO NOTICE when I think and talk as if something is real and what that means for the conversation I have and what it means for the conversations I have –so its a bit of a Kantian inquiry and it fits with the mood I am in and the need to reconnect with myself –so I will some bullet point notes when I use that with others P—the stuff about loss and what clients are experiencing is there anyway we can inquire into loss –this is real as well as imaginary—what we can do that helps—S im trying to avoid something L but I just talked to a director and he talked about sadness and I could connect because of the personal loss I had experienced there was an ability to connect and sadness about the service and keeping a stiff upper lip –and he did not know what to do with that –how can we connect with our own personal experience P just going back to the question you were asking Stefan about what

connects us to OPM and OPM to its clients –I’ve been wrestling with this –I don’t know how to capture it but one of the things we are at our best our clients tell us is whe we relate to them as people humannes—lightness of touch—I struggle to put that into words that don’t sound mawkish—people who have known us understand it something there if we could—maybe we need some quotes about that S vignettes maybe –don’t want to add a layer B was thinking that there is the next layer on how the sense of loss drives people to want to get rid of that feeling where people have been with it –Im still thinking about a question about resistance and how I work with the group and move a group on and bravery as well M im staying with my question about staying fully present as a resouce so its not just staying present but being a resource in that I want to give particulr attention to connecting and more conscious of that , contracting how much of me needs to be present unless you’ve had that conversation you don’t know how much of you needs to be there and I am still interested in this notion of nourishing and flourishing and to use the idea of what am I noticing about if I am feeling nourished and how that might impact on the other person---so it’s a basket of things. P –my question is how do we help people have conversations that connect with their intuitions and emotions so tat things that need to emerge do emerge –part of that might be about how to identify questions that are helpful to then in their circumstances S great—next time we meet will be july or august. July is better SCheckout –one word about feeling P tired eyes M—good in my core quite solid on my chair D—invigorated in my chest—B stimulated by whats happened—pain in my shoulder L feeling appreciative of this space and colelaques—tightness in my jaw S contented but sad and emotion floating back of my head--