



CURRENT REALITY, POSSIBILITY, ON THE GROUND

Purpose

To engage a simple and efficient process for solving problems and leveraging opportunities.

Why Bother?

As leaders and teams, we want to accomplish great things. To do this, we typically engage in 3 types of conversations to get us from where we are...to where we want to go:

- Talking about issues that arise
- Sharing ideas to fix the issues
- Declaring actions we should take to resolve the issues

In business as usual, we struggle because we don't distinguish these three types of conversations. As a result, we do them all at the same time and the conversation begins to feel like a tangled ball of yarn - while some people share opinions, others offer quick solutions or actions that "should be" taken. This default behavior puts us in a reactive mindset that creates frustration, inertia and mediocre solutions.

When we follow the Current Reality, Possibility, On the Ground model, we purposefully pull these three activities apart, do them one at a time, in a specific order, and we do them effectively.

What emerges is a natural flow between people that elicits healthy communication, innovative thinking and clear, energizing action-plans.

How to Use

When facing a problem or opportunity:

- Start the conversation with Current Reality. Invite people to explore and share their thoughts, feelings and relevant data about the topic.
- After Current Reality is present, invite people to consider exploring, "Given this Current Reality, what do we see is possible now?"
- When Possibilities are on the table, ask, "Where do you (we) have energy or momentum to lean in and take action?"

TIPS

- Current Reality includes sharing feelings, thoughts, stories, opinions and relevant data.
- When people are sharing at any stage in the process, remember it's not about agreeing, disagreeing or arguing. Rather, it's about Getting Each Other's Worlds.

WHEN TO USE

- When you or your team want to solve a problem.
- When having a difficult conversation.
- When your or your team want to lean into a new possibility or initiative.
- When planning a meeting (use this structure for the flow of the agenda).



CURRENT REALITY, POSSIBILITY, ON THE GROUND

DEFINITION

The stories, feelings and relevant facts related to a specific topic.

TOOLS TO USE

Red Dot • Wins, Losses, Lessons Learned
• The Triangle • Facts & Stories •
Listening to Get Your World

CURRENT REALITY

PURPOSE

Current Reality is a way to express and face what is actually present about a particular situation. When we can be with what is “here” without resistance - we naturally open to new ideas and possibilities.

DEFINITION

The opening and expansion of energy as futures are explored and tried on now.

TOOLS TO USE

From Problem to Possibility

POSSIBILITY

PURPOSE

The purpose of exploring Possibility is to tap the part of who we are that is curious, open and can access the unknown. This is the space of creativity. This is the key to discovering futures born of what “could be” rather than futures shaped by the past.

DEFINITION

Choosing next actions based on where there is maximum energy and momentum, and clear agreement.

TOOLS TO USE

Creating Clear Agreements •
Yes, No, Yes with Considerations

ON THE GROUND

PURPOSE

Getting On the Ground is a powerful way to harness the energy that possibility creates. We get out of our heads and put ideas into action, fueling progress and momentum. Getting on the Ground invites us to be clear and accountable for the steps it takes to move toward the results we want.



CURRENT REALITY & POSSIBILITY A Conversation Map

Open the Conversation

Set up your conversation by sharing your **Intent** for the meeting and the **Content** you plan to focus on.

- *The intent of this conversation is to hear each other's perspectives about _____ (focused topic) and explore how we might move forward together.*

Express Current Reality

Next, describe the process you will follow. Say:

- *Each of us will express our **Current Reality** about _____ (topic).*
- *Each of us will use these sentence starters:*
 - *When I think about this topic right now:*
 - *I am **feeling** _____.*
 - *The **thoughts or stories** I'm making up about this topic are _____.*
- *As we share, we will listen to really "get" each other's worlds. We won't be fixing, commenting, advising, agreeing or disagreeing.*

TIPS:

- ✓ Define the time each person has to share. We recommend 2-3 minutes.
- ✓ Direct each person to speak one at a time and ask them not to interrupt one another or make comments.
- ✓ Your job as the leader of the conversation is to let people know they are heard. Use the phrase, "*What I hear you saying is _____, is that right?*". Or, invite people to share more if you sense they are not fully expressed. Use the phrase, "*Tell me more...*".
- ✓ After everyone has had a turn, ask if anyone wants to share a second time using the same structure. (A second turn is optional.)

Explore Possibility

Once Current Reality is present, invite people to brainstorm possibilities about this topic. Say:

- *Now that we have all shared and are present with our **Current Reality**, we're going to explore what's possible.*
- *Given this Current Reality, what do you see is **Possible**? When you share, use the sentence starter, "*What I imagine possible is _____.*"*

TIPS:

- ✓ Remind people to use the sentence starter, "*What I imagine possible is _____.*"
- ✓ Keep in mind no one is making commitments yet. You're just brainstorming ideas.
- ✓ Be spacious and invite people to continue sharing (beyond initial ideas). Say, "*These are a great start. What else do you see might be possible?*"
- ✓ Your job is to listen for possibility. This is not a time for fixing or getting into action.

Getting on the Ground

Once the person or group has expanded their awareness and energy about the topic, shift into creating action. Say:

- *Now that we have possibility on the table, let's be strategic and discuss where you are motivated to take next steps.*
- *Where do you sense you have energy to lean in and take action?*

TIPS:

- ✓ Don't force action.
- ✓ Invite people to share next steps they are genuinely motivated to take.
- ✓ If you sense real energy is present, ask people what they'll do and by when. And it's not required.

Complete the Conversation

In order to bring the conversation to completion, say:

- *To close this conversation, please share one thing you appreciate or are taking away from this meeting.*

TIPS:

- ✓ Invite each person to share one at a time.