

## Deep Collaboration Intensive – Practice and Awareness for Facilitating Collaboration with First Nations and other Australians

*September - November 2021*

### Registration Information and Program Overview

Thanks for your interest in the [Deep Collaboration Intensive 2021](#), as part of Collaboration for Impact's [Systems Change Learning Program 2021-22](#).

We are delighted to provide information on the design and structure of the Deep Collaboration Intensive, along with further details on the cost, delivery dates, expectations about pre-work and online intensive delivery days.

#### Who we are

[Collaboration for Impact](#) (CFI) exists to create a more equitable and inclusive Australia. We believe in a society that is able to solve complex challenges, seize opportunities and thrive. To bring about this Vision we build capability to create the conditions for systems change in Australia, to address many of the entrenched social challenges we face. We advocate for systemic practice stressing that those most impacted by social challenges are at the centre of co-creating the solutions. This implicitly means that where First Nations Peoples have a stake in the issue, Indigenous ways of knowing and being are at the centre of co-creating solutions. CFI's expertise lies in building capacity to shift the enablers of systems change – the relationships & connections, power dynamics and ultimately mental models and worldviews.

#### Background

Since 2016 CFI has been building the capacity of people working on systemic change to work in collaboration with First Nations and other Australians. To date this has involved providing embedded support to place based change processes actively working on changing the relationship and power dynamics across First Nations and other Australians. We have also developed the ideas and skills introduced in the book [Lost Conversations](#) to the next stage.

In August 2020, we made these tools and resources more accessible by launching an [open source online platform](#) – **Deep Collaboration – changing the way we lead across First Nations and other Australians**.

To support the Deep Collaboration platform, CFI offers **capacity building programs, embedded support and public learning offerings**. To be able to develop these skills more broadly in Australia, we are seeking to build cohorts of First Nations and non-Indigenous facilitators who can deliver the work of Deep Collaboration.

## Intensive program overview

### Content

In this program of intensive workshops, self-directed learning and coaching, you will:

- Increase understanding and ability to apply the practice of Deep Collaboration.
- Learn how to develop a shared understanding of dynamics across race and power with your collaboration.
- Improve awareness and create conditions to empower and authorise yourself and others when working with Deep Collaboration.
- Learn how to lead others to be more aware of their relationships to Power and Authority.
- Learn how to identify patterns of behaviour around power and race and develop personal skills to respond appropriately.
- Create the conditions for systems change with First Nations and other Australians

### Format

The intensive includes:

1. **6 days of intensive workshop sessions applying the theory and practice of Deep Collaboration in large and small learning groups.**  
The workshops will be delivered on Zoom between September-November 2021 (3x 2-day intensive workshops) held between 9.00am-4.30pm AEST
  - Wednesday 8th and Thursday 9th September
  - Tuesday 26th and Wednesday 27th October
  - Wednesday 24th and Thursday 25th November
2. Undertaking **self-directed work**, including videos, readings, self-reflection, small group and individual work. We use the Learnworlds online learning platform to host these materials.
3. The program is **supported by 4x 1-on-1 coaching sessions** with a Deep Collaboration coach before the program, in between each workshop and one at the end of the program. All coaching sessions are included in the program fee.
4. Participation in an **ongoing Community of Practice** for facilitators engaged in Deep Collaboration work.

## Structure

The proposed detailed structure for the online Deep Collaboration Intensive is as follows:

### 1. Prework

Each online intensive workshop day has an expectation of a commitment to approximately **3-5 hours of pre-work before each day**. This will take the form of reading, videos, reflection exercises, written work. It is important for participants to complete the pre-work to maximise the value of the facilitated sessions.

### 2. Coaching

The Intensive will be supported by **1 on 1 Coaching** to support the application of the concepts and process. The coaching process will enable you to reflect on your learning to date, understand and make progress on any challenges you are facing coming up through the program or in your work. Online coaching sessions will be provided by **Deep Collaboration Coach and CFI Network Member, [Jane Martin](#)**.

**The purpose of the coaching process is to:**

- Support the development of the facilitation & leadership needed for deep collaboration,
- Help frame the key questions facing you as a facilitator or in your leadership role,
- Build awareness of the facilitation questions, practices and challenges and solutions in working across race and power,
- Support the development of awareness and practice in addressing personal and role defaults, challenges, strengths and ongoing adaptive work across race and power, and
- Provide you with a record of your personal learning development throughout the program.

**The coach provides a supporting relationship to:**

- Be a confidential sounding board regarding all aspects of deep collaboration dynamics
- Deeply listen, ask thought provoking questions and challenge coachee's assumptions
- Discuss approaches for dealing with difficulties with systemic & interpersonal dynamics if they occur.
- Process deep collaboration roadblocks and enhancers.

**The coaching process details include:**

- The Coaching takes the form of a structured process and requires commitment to meeting at regular intervals to check in on progress and build on the last session.
- A total of **4 coaching sessions** will be held, with 1 in the fortnight before each 2-day live session, then a final coaching session at the conclusion of the program.

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- Each coaching session will be **1 hour** via Zoom or by phone, with potential pre and post questions or readings to support your process.
- If any session may be missed, notice of at least 48 hours must be given in order for a replacement session to be set up, or the session will be forfeited.
- Scheduling will be arranged through CFI's Event Coordinator after enrolment.

### 3. Applied Learning Group

For the Intensive, you will work in applied learning groups to explore, practice and apply the learnings directly to your context. This group will provide an opportunity for exploring ideas, reflection and provide an alternative learning space to deepen and strengthen your application.

You will be assigned your group during the first workshop.

### 4. Facilitated group sessions

Participants will attend three 2-day intensive live workshops through online delivery on Zoom between September-November 2021.

- Wednesday 8th and Thursday 9th September
- Tuesday 26th and Wednesday 27th October
- Wednesday 24 and Thursday 25 November

Each online Intensive Day is designed as a whole-of-day commitment comprising the following components. Times are in Australian Eastern time.

- 9am to 11am – Online main session
- Some unstructured time for personal reflection + break
- 1pm to 2pm – Small group time online with your Applied Learning Group
- 2pm to 4:30pm – Online main session

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1-2 Weeks before the Online Intensive Days		Online Intensive Day Outline		
3-5 hours of Pre-Work content exploring the Five Step(s)  Reading  Video  Activity  An optional online check in to ask questions and connect as a group and spend some time in Applied Learning Groups	Morning Session  9am – 11am	Check-in Reflection activity on the content Action Learning with the group	Facilitated by Liz and Mark	
	Individual reflection	Self-directed learning and reflection		
	Applied Learning Groups  1pm – 2pm	Group reflection and discussion	1 hour online discussion space Hosted by Deep Collaboration	
	Afternoon Session  2pm – 4:30pm	Sharing and reflecting together	Facilitated by Liz and Mark	

It is expected that participants allocate sufficient time during the online intensive days to allow for participation in these sessions.

## 5. Community of Practice

At the conclusion of the Intensive program, you will be invited to join an ongoing Community of Practice for facilitators engaged in Deep Collaboration work.

This group includes past participants of the Intensive. This is a valuable opportunity to meet regularly with other practitioners to continue exploring and sharing your learnings on Deep Collaboration.

More details will be given toward the end of the Intensive.

## 6. Process

The Deep Collaboration Facilitation Intensive will use two methods of experiential learning during the program to increase the ability to apply learnings to your context. The two methods are Case-in-Point and Action Learning. Below are two short summaries of the key learning processes that will be utilised throughout the 6-day program.

### Case-in-Point

Case-in-Point is a method of experiential learning used to teach leadership in complexity. It is an integral part of the theory of Adaptive Leadership™ it was developed over the past 15 years by Ronald Heifetz, Marty Linsky, and their colleagues at the Harvard Kennedy School of Government. The method involves using the actions and behaviours of individual participants as well as focusing on the group of which they are members.

Case-in-Point is an immersive, reflective, and ideally a reflexive exercise facilitated by an instructor and shaped by group/class participants. Case-in-Point help leadership practitioners with two key components of leadership development: (1) It is teaching method that more realistically prepares people to have stamina, resilience and a willingness to work with others in the heat of change in order to adapt. (2) It helps practitioners generate a heightened awareness of themselves, their role, their impact and the systems they are a part of. Case-in-Point offers you the opportunity to:

- Examine yourself as data
- Observe what happens and interrogate your interpretations of the action
- Track actions and what ‘roles’ show up the systems
- Surface subgroups or factions
- Unveil conscious and unconscious rules of engagement present in the system
- Connect to the purpose of the session.

### Action Learning

Action learning sets are a simple and powerful way for individuals to learn from each other. They are a popular method in the field of action learning. Action learning is a process which involves working on real challenges, using the knowledge and skills of a small group of people combined with skilled questioning, to produce fresh ideas and reinterpret familiar concepts. Initially developed by Reg Revans, it follows a process of explicitly stopping to reflect back on actions taken, drawing out learning from that reflection, and applying that learning to planned practice.

## 7. Content

The Deep Collaboration Intensive will work through the Five stage of Deep Collaboration content along with core cross-cutting themes that runs through the whole program. The cross-cutting themes are:

- *Container building – readiness and conditions* - How to build readiness and conditions for Deep Collaboration
- *Three balconies of System, Role and Self* - How to apply the Three Balconies of System, Role and Self
- *Dynamics of Power and Authority* - How to improve understanding and application of Power and Authority

2-day	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6
<b>Fundamentals workshop. Introduction to Deep Collaboration</b>	<b>Step 1: Are We Ready For Deep Collaboration?</b>	<b>Step 2: Creating the Conditions</b>	<b>Step 3: Reading the Patterns</b>	<b>Step 4: Collaboration &amp; Power Dynamics</b>	<b>Step 5: Working on 'Hot Spots'</b>	<b>Practice and Application</b>
	You will learn what is required for Bringing people in and creating readiness in collaborations	You will learn what is required for Creating, maintaining and sustaining “containers” for Deep Collaboration	You will learn how to practice Recognising patterns, aware of reaction and working through with purpose	You will learn about Identifying power dynamics and working through the 3 balconies	You will learn about Holding oneself and the facilitation role with purpose	You will be Practicing using Deep Collaboration ways of working in a structured practice arena



**The Fundamentals**  
 Understanding the Core Concepts, Theories & Histories

**Step 1**  
 Are We Ready for Deep Collaboration?

**Step 2**  
 Creating the Conditions

**Step 3**  
 Reading the Patterns

**Step 4**  
 Collaboration & Power Dynamics

**Step 5**  
 Working on 'Hot Spots'

# Information Sheet



## Program fees

The total price per person (+ GST):

Standard \$ 3,200

Not-for-profit \$ 2,600

Group discount (bookings of 3+) \$ 2,400

Limited discounted rates or payment plans available to individuals for whom full rates are a barrier to participation. Enquire to [learning@collaborationforimpact.com](mailto:learning@collaborationforimpact.com)

## How to register

Register via CFI's website at [collaborationforimpact.com/listing/deep-collaboration-intensive/](https://collaborationforimpact.com/listing/deep-collaboration-intensive/)

Pay by credit card or alternatively, generate an invoice for bank transfer by selecting "Invoice" payment option at checkout.

For any queries on content or enrolment, please get in touch with CFI Events Coordinator at [learning@collaborationforimpact.com](mailto:learning@collaborationforimpact.com)

*Not ready to enrol this round?* Make sure to subscribe to the [CFI Systems Change Learning Program mailing list](#) to hear about future dates for 2022 and beyond.