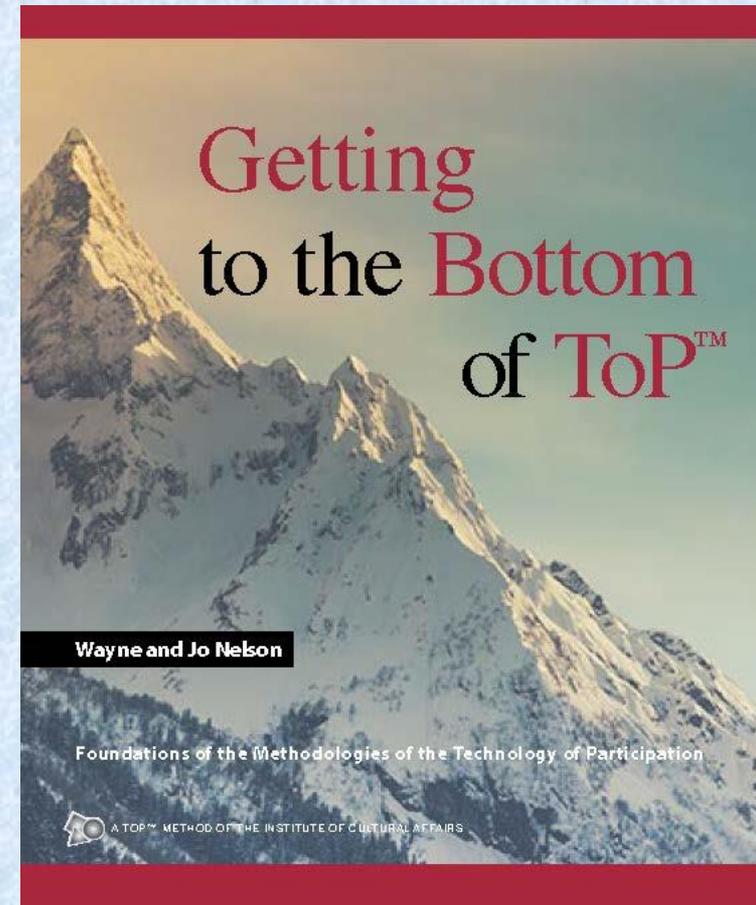
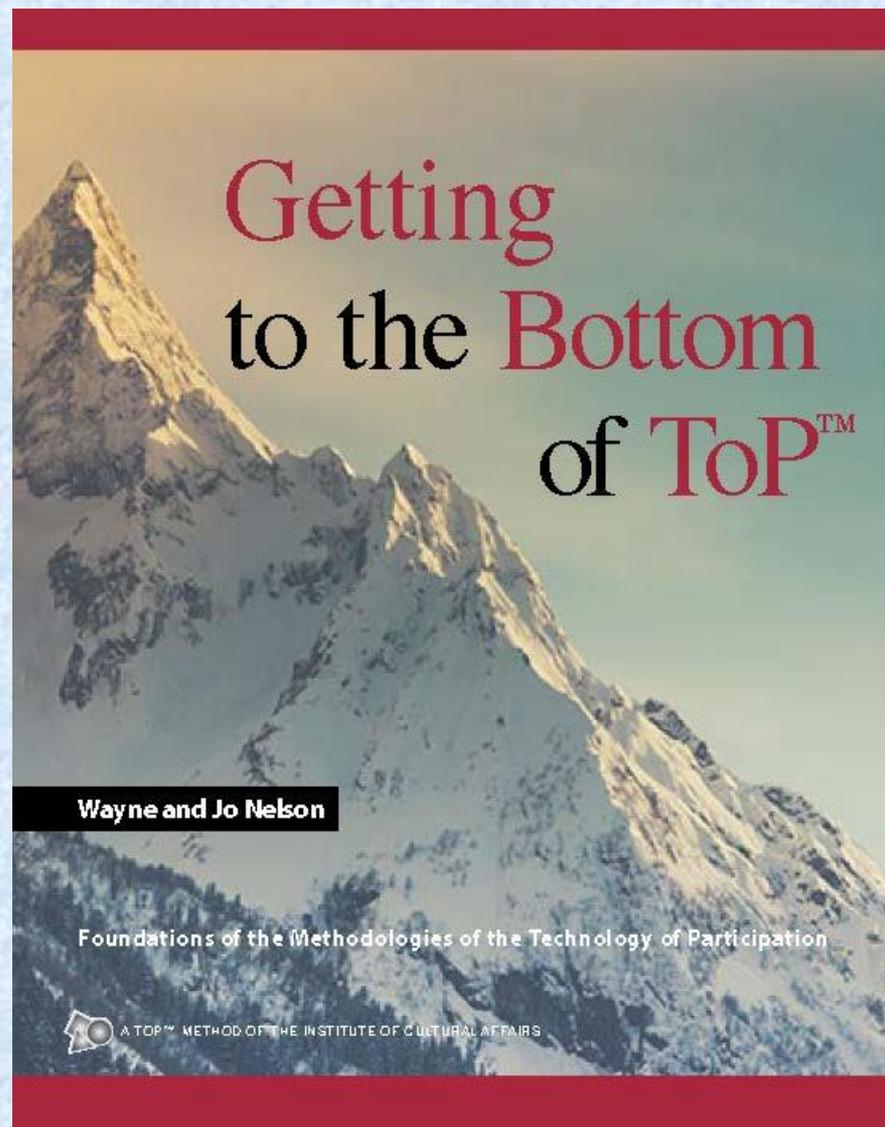


# Getting to the Bottom of ToP™

## The Foundations of the Methodologies of the Technology of Participation

*Before we start, please think of a method or a process of any sort that you've experienced or led that seemed to have a clear thinking process behind it, and write down the steps of the method. We'll come back to this at the end of the presentation.*

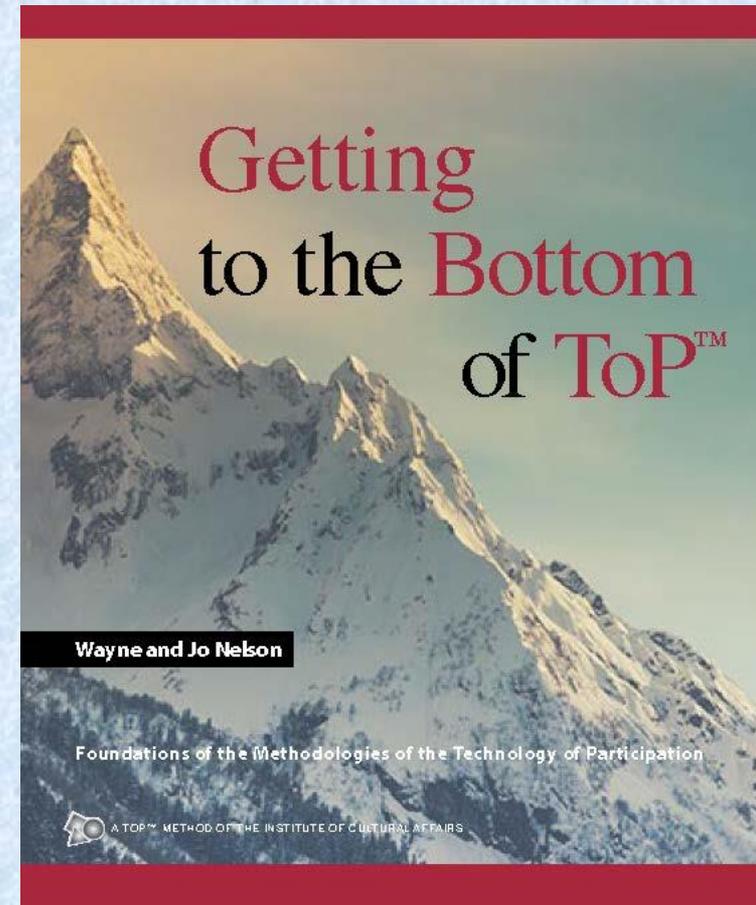




Available from [iUniverse.com](http://iUniverse.com) or [Amazon.com](http://Amazon.com) as a paperback or ebook.

# Intent of presentation

- To give you an intriguing overview of the content of Getting to the Bottom of ToP
- To communicate how ToP and other methods can work with how human beings think clearly
- To give you a way to intensify the impact of the facilitation tools you use



# What Inspired the Book



- Clients and trainees have asked us questions as they sense that there's more behind the methods than they see. They want to understand the underlying integrity that makes them work.
- **ToP methods of facilitating participation are much more than a neat way to get meetings to go somewhere.**
- *They aim to build off the deep undercurrents of history, deal with some major contradictions of our day, create a new paradigm of participation, and bring about profound transformations in people and society.*

# Why Wayne Wrote the Book

- To capture and communicate the deep wisdom behind what is known as the “Technologies of Participation” so that present and future generations could use and build on the methods with deep understanding and consistent integrity.
- By connecting the dots between theory and practice ToP Methods will become more widely appreciated.
- To communicate whose shoulders we stand upon. Many of us in ICAs around the globe shared a concern that the intellectual giants who created ToP Methods were aging and dying, and the sources were in danger of being lost.



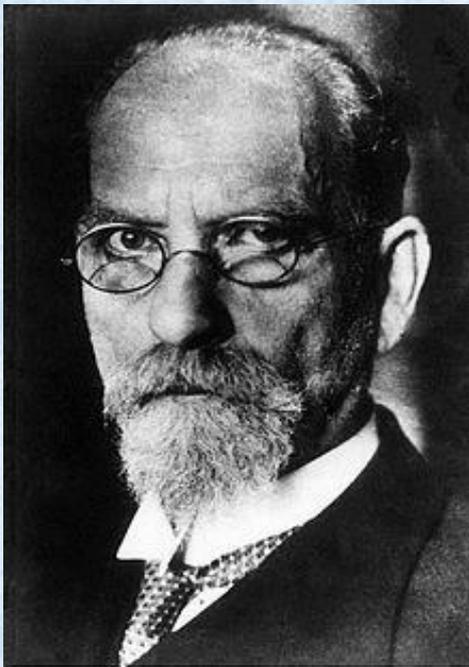
# Roots of ToP™ Methods

- What does it mean to be fully and authentically “human”? This philosophical quest was central to the founders of the Institute of Cultural Affairs (ICA).
- Phenomenology seemed to capture a lot of perspectives. Existentialists posed many of the same questions, conceptually and in practical research.
- The consistent application of a phenomenological approach led to the formation of a unique methodology through a series of major steps.
- As a body of knowledge, **the Technology of Participation (ToP™) is applied phenomenology.**



# Core Understandings of Phenomenology

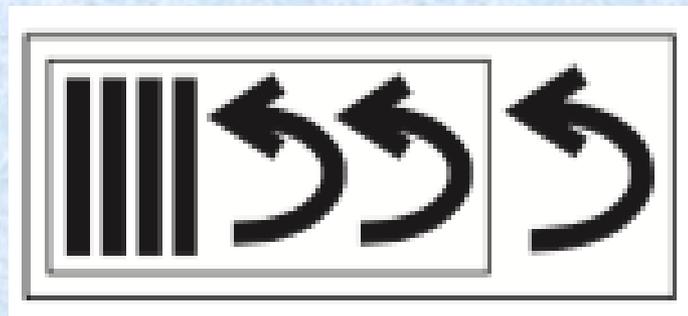
- *A phenomenologist's job is to describe. This is the activity that Husserl kept reminding his students to do. It meant stripping away distractions, habits, clichés of thought, presumptions and received ideas, in order to return our attention to what he called the 'things themselves'. We must fix our beady gaze on them and capture them exactly as they appear, rather than as we think they are supposed to be. —Sarah Bakewell, At the Existentialist Café*



# Core Understandings of Phenomenology

Søren Kierkegaard:

- “The self is a relation, which in relating itself to itself, and willing itself to be itself, is grounded transparently in the power which posited it.”
- The assertion can be broken down into three distinct parts that we can unpack gradually:
- Beginning—The self is a relation,
- Middle—which, in relating itself to itself and willing itself to be itself,
- End—is grounded transparently in the power which posits it.

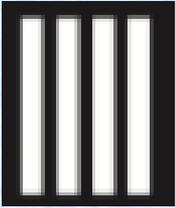


# Phenomenology as Method

- Combining the methods used in demythologizing with insights from Suzanne Langer, Fred Gealy and others led to the creation of a unique approach to phenomenological inquiry. ToP methods apply a deep understanding of phenomenology to examine our experience and derive meaning from it through a progression of four deepening steps.

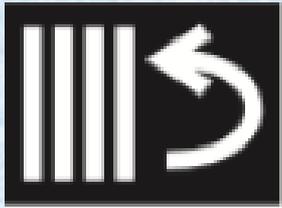


# Four Steps of the Phenomenological Method



1. The **objective** level of thinking enables people to look at any reality in an objective manner. It may involve observing an activity, noting the key ideas in an article or generating ideas in response to a question to which people already know answers.

# Four Steps of the Phenomenological Method



2. The **reflective** level of thinking enables people to step back from their observation and examine their own responses. It explores the associations, connections, relationships and feelings related to the topic and the basic facts of the situation.

# Four Steps of the Phenomenological Method



3. The **interpretive** level of thinking examines the significance, meaning, importance, options and implications of their central focus. It takes yet another step back and enables people to make sense of their experience.

# Four Steps of the Phenomenological Method

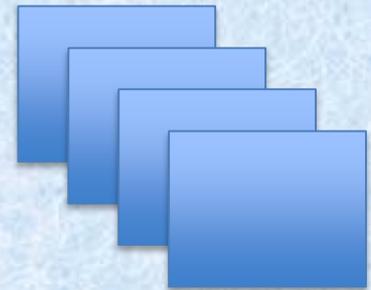
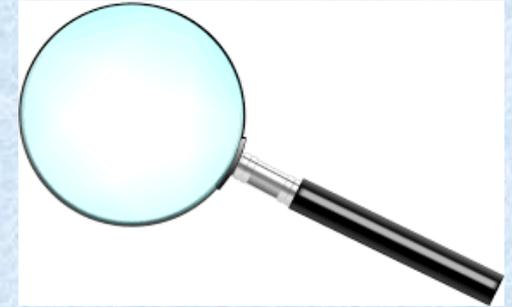


4. The **decisional** level of thinking enables people to come to conclusions, form consensus and make decisions. In whatever form it appears, it allows people to take a conscious and purposeful relationship to their life situation.

In *Courage to Lead*, R. Brian Stanfield refers to these stages as **objectivity, address, exploration, and integration.**

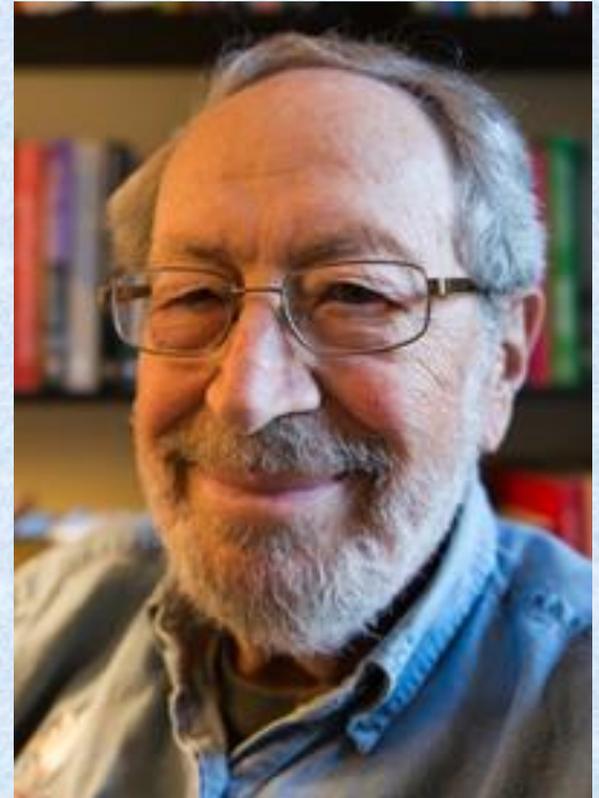
# Three Critical Aspects

- Three critical aspects form the foundations of ToP phenomenology as a discipline:
- **Intentional Focus**
  - E.g. Creating rational and existential aims
- **Radical Openness**
  - E.g. The neutrality of the facilitator
- **Methods of Inquiry**
  - E.g. Four stages behind each of the five core methods of ToP facilitators



# Phenomenology Applied to the Focused Conversation Method

- *Our nervous system is at the same time a data-gathering system, an emotional processing system, a meaning-creation system and a decision/implementing system. — Edgar Schein*



# Phenomenology Applied to the Focused Conversation Method

*First you have to take the work of art seriously by observing carefully what's there, and what's not. Then you have to look just as seriously at what is going on inside you as you observe the art to see how you are reacting, what repels you, what delights you. You have to peel back layers of awareness so that you can begin to ask what it means to you. You must work to create your own meaning from an artwork, or a conversation. --  
Susanne K. Langer*



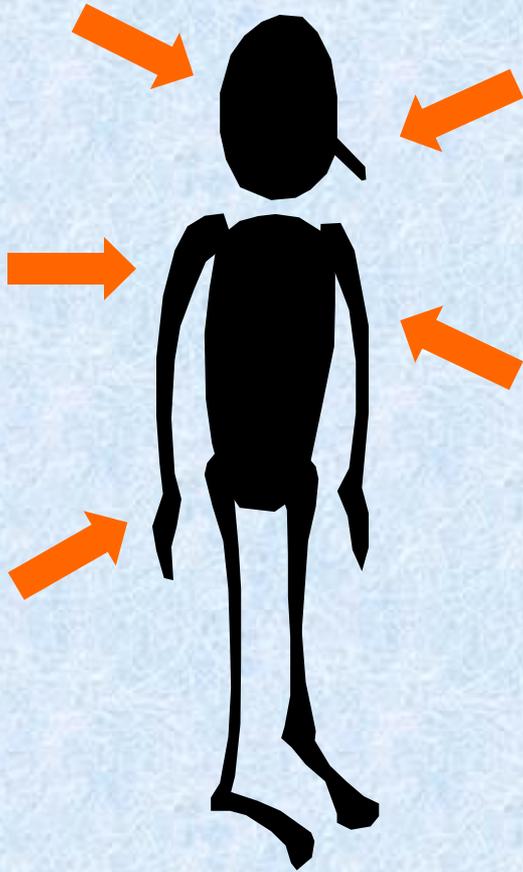
# **FOCUSED CONVERSATION METHOD: A PATHWAY TO LEAD GROUPS IN CRITICAL THINKING**

•

# Setting the Context

- Sharing the topic, participation guidelines, and expected time.
- Starting with a **tangible beginning point** that is observable by the participants

# The **O**bjective Level of Thinking



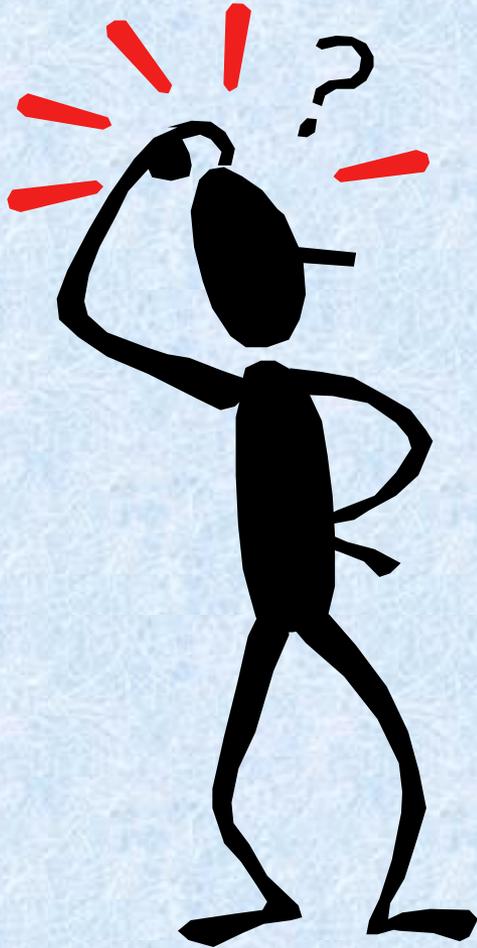
- Focused on the tangible beginning point
- *Paying attention to and sharing:*
- External information
- Sensory (see, hear, smell, taste, texture)
- Directly observable
- Facts and data

# The **R**eflective Level of Thinking



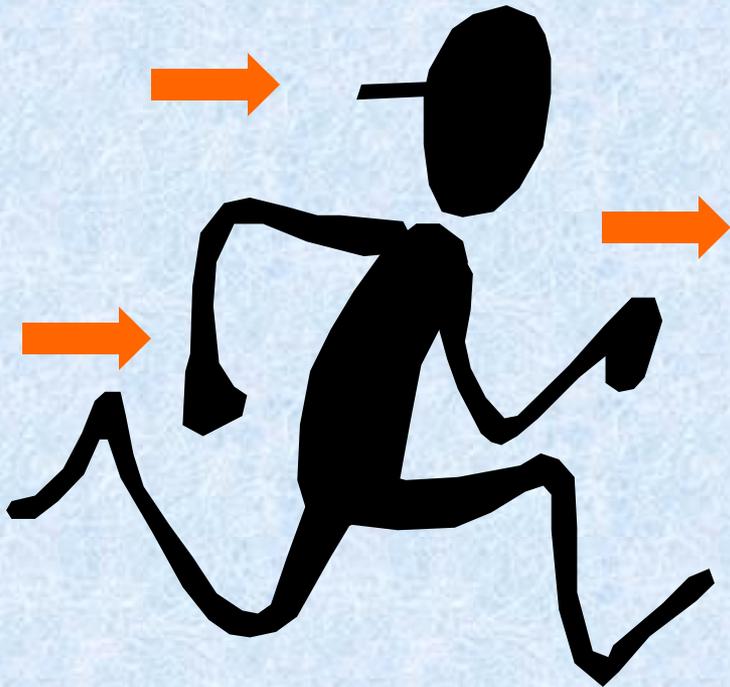
- *Noticing and sharing:*
- Internal information
- Immediate responses or reactions
- Feelings and intuition
- Memory or associations

# The Interpretive Level of Thinking



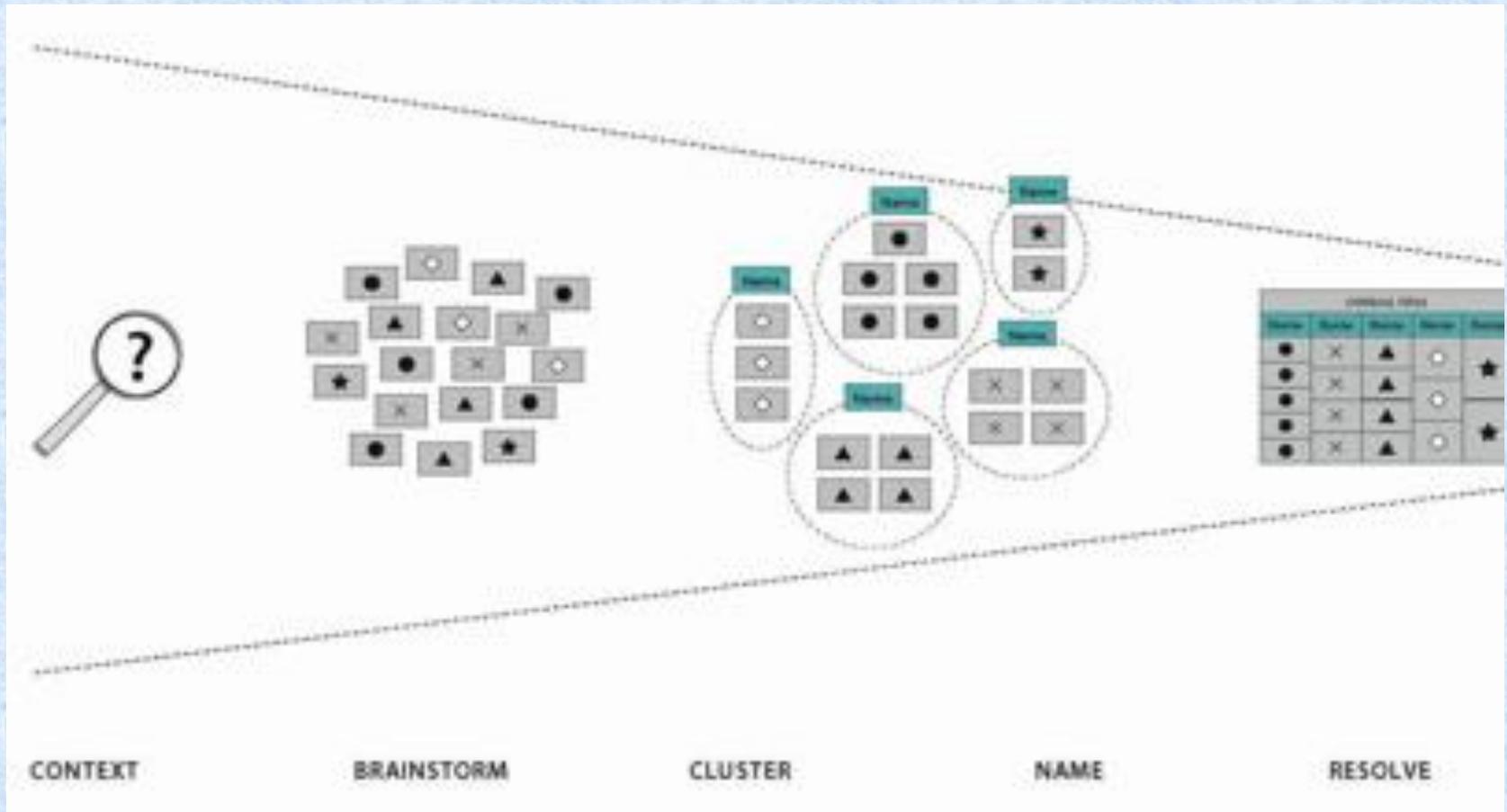
- *Exploring:*
- Implications
- Meaning
- Significance
- Value
- Story
- “Why?”

# The **D**ecisional Level of Thinking



- *Articulating Future Resolve:*
  - Next steps
  - Who will do it
  - Product produced
  - Aims accomplished
  - Application
- Closure

# Applying the Phenomenological Method to the Consensus Workshop Method



**Objective**

**Reflective**

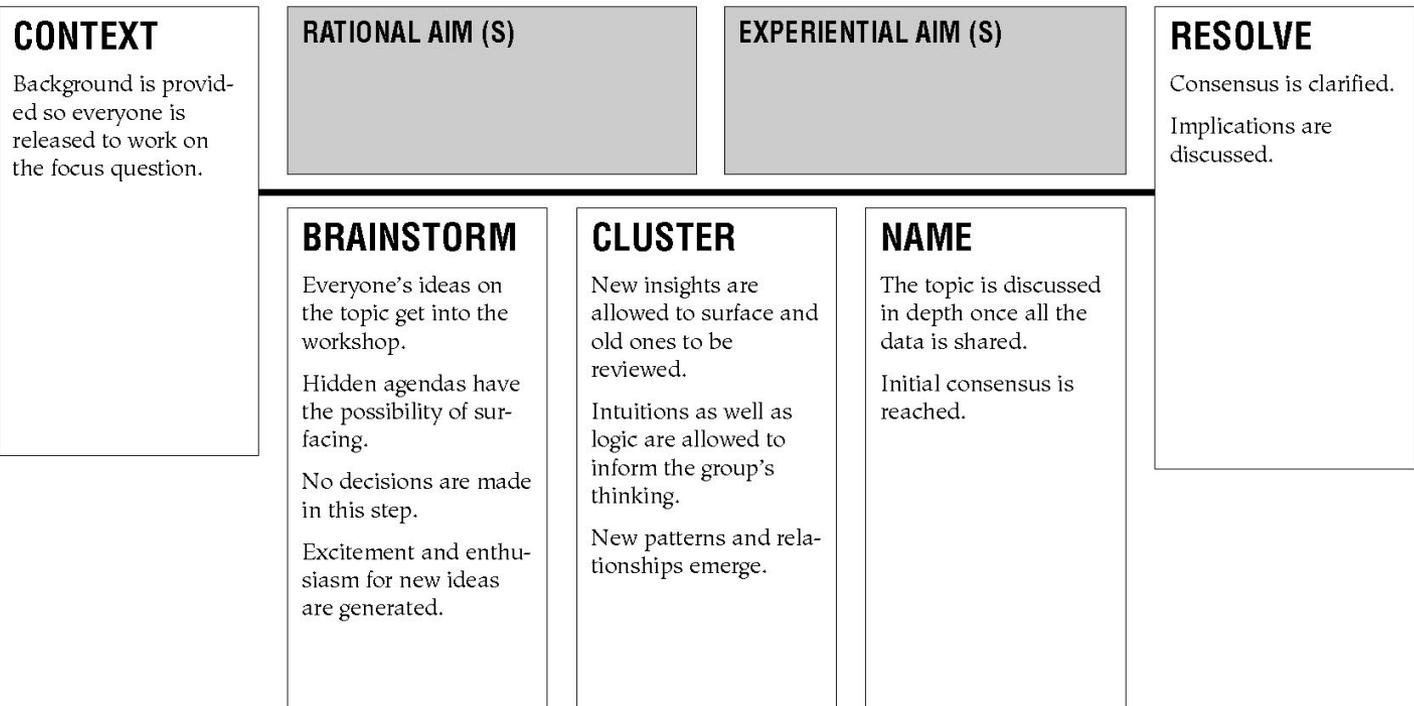
**Interpretive**

**Decisional**

# Applying the Phenomenological Method to the Consensus Workshop Method

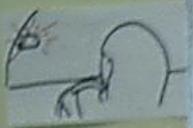
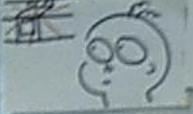
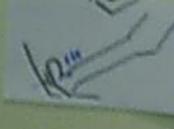


*Each step of the Consensus Workshop Method, and the order of the steps, directly contributes to the emergence of a group consensus.*



**Objective   Reflective   Interpretive   Decisional**

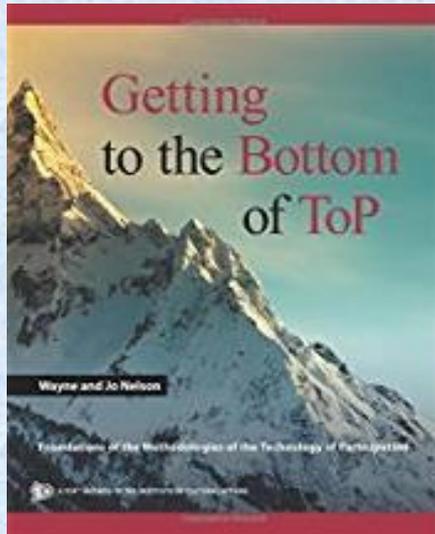
# “Contentless Method”

What happens in real life	What's going on	Activity	Source of Information	Kind of thinking	Image	Learn a
	 red banner	Things happen I notice + acknowledge	External Region Observation Recording Acknowledging Focusing attention	Senses Body	Factual Physical + sensory	
	 recalls pain	I become aware of my reactions, responses, + triggered associations	Internal physical Association Noting / stating feelings	Memory Internal Emotion Heart Instinct	reactive What mean to me - relating to self emotional intuitive aware	
	 this could hurt	I examine the causes, responses, relationships, possibilities, actions to determine significance	Considering See patterns Discerning meaning Applying logic	Brain / Mind Intellect	Rational + Intuitive Analyzing Synthesizing Evaluating Determining	
	 decides not to touch	I make choices, resolves, + decisions	Next steps Choices Resolves Closure	Soul / Spirit Deciding Intuitive Wholistic	Volitional Responsive Synthesis Acting	
					KEEP BREATHING	Acting Different as a of le

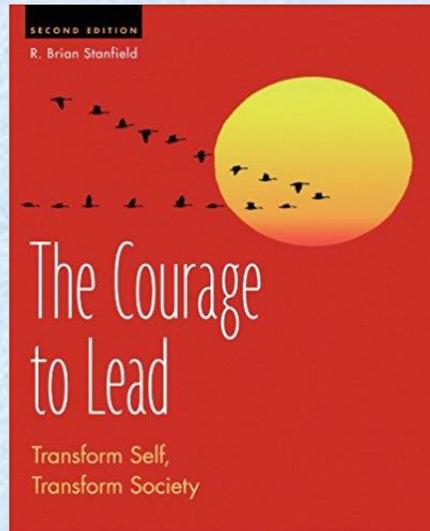
# Other Applications

- It's likely that any method that guides clear thinking follows this underlying pattern.
- What other methods can you think of beyond ToP methods? See if the steps follow the pattern.
  - Other facilitation methods
  - Counseling methods
  - Etc.....

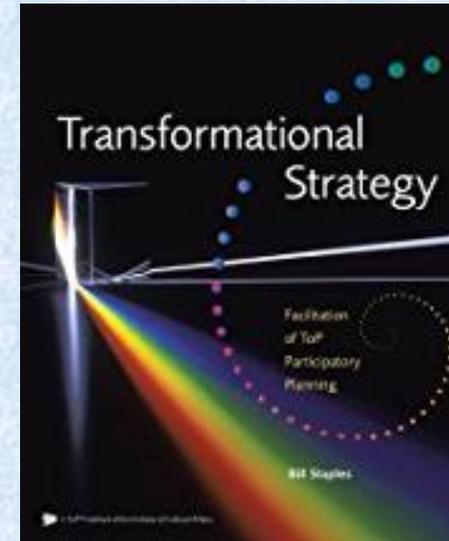
# ICA Resources Available Online from Amazon or the Publisher Below



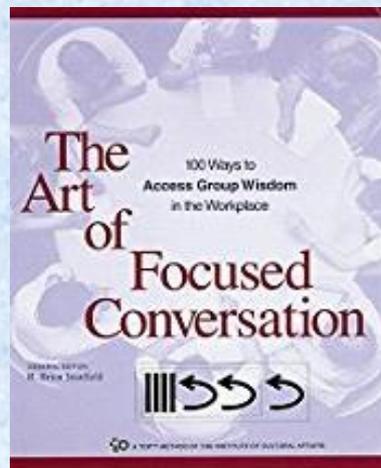
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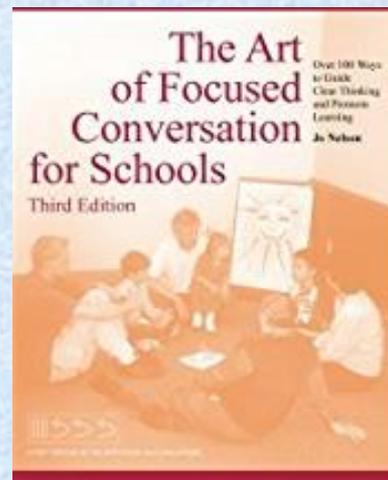
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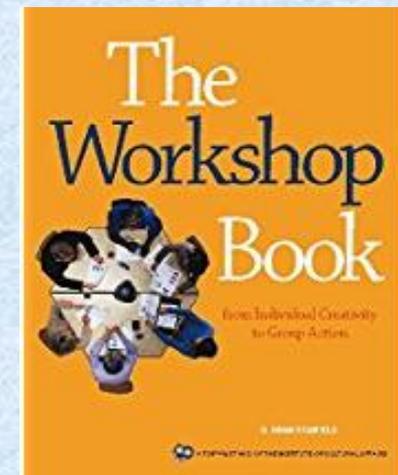
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**Thank you!**  
Questions?