

Chat from Managing Teams

Gerri King

Democracy in Action Conference, April 4, 2020, 9 -10 am

- 11:09:26 From Kyri Claflin : Emotions = umbrellas. Gerri is funny.
- 11:15:58 From Bev Cotton : that was great- about dealing with the monopolizer
- 11:20:21 From Stan Freeda : Perfect! Agreed!
- 11:21:31 From Louise Spencer : So many amazing insights and ideas here. Thank you!!
- 11:23:22 From Ken Barnes : Louise, that's exactly what I've been thinking. She's phenomenal!
- 11:25:48 From Brian Beihl : Why are naysayers important in the conversation?
- 11:25:58 From Kyri Claflin : What a good question Louise!
- 11:26:07 From Stan Freeda : Great question. I've been there!
- 11:27:38 From Kyri Claflin : I love Gerri's emphasis on honesty in all of these relationships and interactions. That's the core lesson.
- 11:28:35 From JoEllen Cuff : How do you handle people who are really pushing an agenda,, but expect someone else to execute the activity?
- 11:29:30 From Bev Cotton : agreed- it's that stop and check in with yourself thing- great reminder about that- so easy to be caught up in the moment and forget that simple but so critical piece.
- 11:30:12 From Stan Freeda : Kyri, I could not agree more. The message is so simple, just be open and honest and involve everyone in the conversation.
- 11:32:13 From Ken Barnes : The other part of Gerri's message that resonates with me is to think about the conversation from the other person's point of view. How are they hearing what I'm saying? And I "should" try to reframe what I say so they'll hear it as positive (which is usually how I mean it) than as negative (criticism, second-guessing, etc.)
- 11:33:25 From Michelle Scott : you can use the talking stick idea, explain it. then often brings up the point
- 11:34:03 From Louise Spencer : huge thanks to Olivia and Brian for this amazing training!
- 11:34:35 From Bob Perry : Such good advice broadly. Helpful.
- 11:35:46 From Laura Lynch : i have a person in the group that knows that they can be disrupted or tends to take the conversation in a different direction going on and on. He brought me a gavel as a gift and told me to use it when he does this. LOL
- 11:36:13 From Louise Spencer : That's a lovely story Laura!

11:36:35 From Emily Burr : I have found that check-ins at the beginning of a meeting is most helpful. Do you recommend Check-ins?

11:37:59 From Michelle Scott : this where you set up this on action item list

11:38:31 From Laura Lynch : thanks Louise

11:39:54 From Louise Spencer : do you recommend co-facilitation, or asking people to taking different roles in the meeting?

11:41:26 From Laura Lynch : What happens when you have amember or fascilitator that insists that everything go the exact way of the agenda. Someone who is very rigid?

11:42:32 From Bob Perry : Practice the Golden Rule and be flexible

11:43:32 From Laura Lynch : They also expect that an hour is long enough for a meeting and gets frustrated when it goes past the time. We have spoken privately about it but he expects it to go his way.

11:45:24 From Ken Barnes : great insight. Thanks

11:45:28 From Joel Berman : What do you think about creating a shared agreement at the beginning of the meeting by giving everyone the opportunity to express what they need in order to be heard and feel safe?

11:47:24 From Joel Berman : And then empower everyone to identify when the agreement isn't being honored?

11:50:25 From Louise Spencer : Some meetings require us to be particularly aware of cultural differences

11:53:59 From Brian Beihl : Gerri's & Steve's emails are both on the Handout page https://www.opendemocracynh.org/dia_2020_handouts

11:54:17 From Stan Freeda : Thank you, Gerri. That was awesome.

11:54:19 From Jean Lightfoot : Thanks to everyone who put this together!

11:54:22 From JoEllen Cuff : thank you

11:54:24 From Laura Lynch : thank you Gerri

11:54:43 From Kate Coon : Brilliant. Fantastic job and resources

11:55:04 From Kate Coon : what time April 9???

11:55:06 From Laura Lynch : Thank you Olivia and Brian and Doreen for putting this together. I really appreciate it.

11:55:07 From Richard Maynard : Thank you everyone.

11:55:12 From Stan Freeda : Thanks for putting this together and organizing this virtual meeting. Thanks again.

11:55:42 From Kyri Claflin : Super forum! Thanks to all who put this together.

11:56:06 From Bob Perry : Much appreciation to our guest speakers and to OD for organizing this event.

11:56:11 From Billy Johnson : thanks Gerri and Steve and Olivia and all participants!

11:56:18 From Sara Lobdell : This went by so fast! Thank you all!!

11:56:19 From Michelle Sanborn : Thank you!

11:56:30 From Dana Dahl : While I seemed quiet - as I didn't ask any questions directly - As a member of the Poor People's campaign - THANK YOU for your help today