Begin challenging your own assumptions. Your assumptions are your windows on the world. Scrub them off every once in while, or the light won’t come in.

- Alan Alda
What a man believes may be ascertained, not from his creed, but from the assumptions on which he habitually acts.

- George Bernard Shaw
Society cannot continue to disable themselves through their need to categorize people or make assumptions as to another individual’s abilities.

- Evelyn Glennie
Blaming your faults on your nature does not change the nature of your faults.

- India proverb
Characteristics of Complex Challenges

- Been with us for a long time
- Many attempts to address it
- Pockets of localized success
- Low rate of transferability
- Sustainability is problematic
- Success is understood retrospectively
- Many interconnected variables
Culture is…. The conscious and subconscious patterns of perceiving, thinking, judging, responding, and behaving that characterizes any group of people.
Real change starts with recognizing that we are part of the systems we seek to change.

- Senge, Hamilton, Kania
ENGOORI

Phase 1: Honouring our pasts

Phase 2: Visioning our futures

Phase 3: Actioning our present

Key Conversational Processes
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• Clarity of conversational purpose
• Affirming identities and relationships
• Multiple perspectives - deep listening and questioning
• Narrative as rich data
• Challenging out-of-awareness assumptions
  - choosing strengths-based beliefs
• Collective sense-making - common threads and individual strengths - co-creating the story
• Unity through diversity
• Enacting multiple initiatives