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# FOR TRAGER INTERNATIONAL group 25

## Introduction

After the Bettenburg workshop, that was held at September 25th and 26th, 2013, the time has come to define next steps in the development process towards a/the future. As facilitators we believe that the Bettenburg workshop was a good start with some good results. However **it became clear also that a lot more work has to be done to reach a flourishing future for the Trager work.**

Let us begin by stating how much we have loved to work with the group of 25. Their commitment, the courage to speak up and the willingness to come up with new possibilities was wonderful! For us especially the large check-in round on the morning of the second day stood out as it provided a safe space for everybody to speak from the heart the thoughts, feelings and emotions about their involvement in Trager work and its community. There was a lot that had to be voiced and it felt like a big relief to all. We could feel a real shift in energy flowing from that toward prototyping the future.

When preparing for the workshop we were reaching for the following outcomes (as stated in the contract) and *in italics* we evaluate these:

1. Enhanced understanding of one another within the Trager community.
   *A sense of openness and new energy has been reached at the conference; however it is not sure if this new energy will grow in the future to a new and solid base for action*
2. Common understanding of the situation of Trager and its associations and view of possible futures to move forward.
   *Here a first and tentative idea of the future has been reached; as facilitators we were struck however how difficult it proved for the group to really envision a larger future for the Trager work.*
3. Energy and connectedness to work from shared (but probably differentiated) views on the future role of Trager.
   *See the first bullet point.*
4. Identification and first prototypes of solutions that can lead to a future of flourishing.
   *Four prototype areas have been identified and working groups have been established.*
5. Several action plans to move forward.
   *Groups haven't have had time at the conference to really built a plan for action, due to shortage of time.*
6. Understanding of Theory U as a tool and process for both personal and organizational change.
   *The group has been experiencing the process of Theory U and was trained in the general outlines on the first day.*
7. Individual leadership development and capability building for participants.
   *The group has started to experience and work in a new style of leadership by the way they participated and the way they have taken responsibility for the making of prototypes. Also watching the movie and journaling questions on your own role and leadership are part of this.* ***This process can be deepened and be made more aware on the next workshop.***

Looking back at the Bettenburg conference, we can say that it was really fruitful, but **only a start of a longer process.** That is why in this memo we **propose several next steps to be taken in between this**

**workshop and the next one.** There was an almost general agreement that it would be good to gather again in **the first quarter of 2014 to continue the work of this group**.

As follow-up from Bettenburg and as preparation for the next workshop in the first quarter of 2014:

1. Send out the **report** of Bettenburg workshop and **organize a evaluation** on the work done;
2. **Guid** the four prototype groups to come up with one or more prototypes in their area;
3. **Address the leadership issues** within the main governing bodies
4. Prepare our next workshop in Q1 2014 by making an **inventory of potential issues** to be addressed.

We will address these steps one at a time.

## Reporting and evaluating

It was great that a short email on the outcomes of the Bettenburg workshop was sent out so soon. Compliments! What has to be done next is to prepare the **report of the meeting** and send it out first to all the 25 participants and at the same time to the whole community, making available the **pictures** taken **to the whole community and the summary** that Pier Mario is making of all the future-ideas as part of the report.

We propose that this sending out is accompanied by a request to the participants to give extensive feedback on the one hand and an open invitation to the whole community to send in comments, questions and issues to be addressed in the future on the other hand. Both within a reasonable timeframe of two weeks, in order to be able to review the feedback and comments quickly.

For the feedback to the 25 participant we advise to use the feedback questions: ( Attached)

For the whole community, the invitation to comment would be: (Attached)

After all the comments are received the Executive could write a summary of the findings quickly afterward and on the basis of that start programming the next workshop of the group of 25 in 2014 Q1.

## Guiding the prototype development

At the Bettenburg workshop four prototype groups were formed:

1. Open exploration about how the Trager Approach to meet the needs of our modern world
   Members: Jessie Kuipers, Ingrid Horlezeder, Antti Marjakangas
2. Web-site: Modern, highly functional for all connectors/connections in our Trager community
   Members: Piermario Clara, Anne Shaddick, Nan McConnaughey, Bo Gyllenpalm, Nina Hässig-Weber, Diane Trudeau, Gregoire Louy, Marlene Schild
3. Information on Trager: print, DVD, internet, workshops to all kinds of clients (marketing)
   Members: Jan Kip, Tracey Eno, Roger Tolle, Neil Bayfield

4. Education: Training track: easily accessible non-professional path for self-development
   Members: Cindy Popp-Hager, Amrita Daigle, Roger Tolle, Naoyuki Sekino, Anna Marie Bowers, Avi Bahat, Marita Melzer

All groups have been asked to come up with one or more prototypes ("rough ideas that can be tested quickly if they work and are effective"). The idea behind prototypes is that they are quickly made, to be able to test them in an early and rough stage, as to know as soon as possible if they would work: "failing early to learn quickly"!

We share with the Exec, a PowerPoint we present the guidelines for prototyping that we usually go by. This would be for the Exec a first step of **giving the groups information**. Secondly, **it would be necessary to have a talk as Executive with each group** on **how they want to proceed and what support they would need** to be able to come up with one or more first prototypes by the end of 2013 (and have time to revise them once or twice before the next workshop of the group of 25 in Q1 2014).

Making prototypes means **making** something: for instance **statement** on the demands.

As groups have not yet had time to work on their prototypes with us being present as facilitators during the Bettenburg meeting **we propose to hold a Skype call with each group to discuss their ideas about how they would work.** The Exec**. clarify for the contract before.**

After that **each group would write a short** (max. one page) m**emo on their project of prototyping and send that to the Executive by the end of October. But this would at first be a task of the Executive.**

Each group would present its prototype to the next group of 25 workshop, but if they would come up with a prototype or a proposal earlier they could present it to the Exec and CoT to take an early decision. It would be great if Trager International could already start implementing one of the prototypes earlier than the next workshop meeting! That could enhance enthusiasm for the whole change process.

## Leadership Issues

As all of us, CoT, ICMT, ICT and NA's have concluded **there are a lot of leadership issues** to be resolved in the Trager community. **We need** to have a clear common idea about the **direction of the community in its support** for the flourishing of the Trager work. The reasons that we propose to **make these tensions more explicit** and to see if we can reach common ground are several. During our interviews with the 10 people these tensions were often mentioned. The organizational structure was sometime qualified as dysfunctional. At the same time NA's are struggling with their role and, because most of them don't have any paid staff, seem fragile.

Some of the issues **to be discussed** would be: **current official roles and organizational structure**, **functionality** of current structure for growth of the Trager work, the management of marketing and **communication,** the preservation of th**e integrity of core Trager principles** and **who is responsible,** functionality of Trager-roles: teachers, practitioners, tutors, instructors, etc. The most important thing however would be for this group to be able to **act as a common leadership group** in separate role (it's not the intention to change the organizational structure here) and **to define the culture of cooperation, tasks and expectations better**. This way the group would develop a greater awareness of their role and their responsibility in bringing the whole community towards a flourishing future.

The idea would be two part:

-one is **to work on better relationships** and **ways of cooperating between the several bodies that now are responsible** for the total of functions.

-The other is to work on a common view of the future organizational structure of the Trager organization worldwide. This could be done both at a next workshop of the group of 25 (provided a sound representation of each relevant organizational body would be present) or at a separate workshop on leadership of the Trager community. As the Executive stated, tensions might come up in the coming months and it is important **to deal with them before that and resolve them in a timely and proper way.**

If you would choose for a separate core leadership workshop it would be wise to have the Exec present (4 persons), the ICMT (2 persons) the ITC (2 persons) and a two vocal members of the NA's. That would mean a total of 10 persons. A two day workshop for this would be enough we think.

The other option would be to have these issues addressed as one of the issues at the next workshop of the group of 25. This would be my preferred option in general, but given the tensions that might be too far away with the danger that these tensions will block the process of renewal.

## Next workshop 2014 Q1 preparation

Given the reasonably successful outcomes of the Bettenburg workshop now is the time to capitalize on this. Also because the group of 25 clearly indicated that they would like to work further on the future of Trager.

So our advice here is to start the preparation of the next workshop as soon as possible and to set a date and timetable.

The activities of evaluating and asking input as defined above from the current group of 25 and the wider community (including NA's, the CoT and other bodies) are the first step in this process. The guiding of the prototypes is the second one.

On the basis of this a new workshop for the group of 25 could be designed by us. In general, giving the experience of Bettenburg, we think that a **three day workshop** would be better than a two day workshop.

## The hard work of organizing and a timetable

To make the process we started in Bettenburg a real fruitful one, the Trager CoT-Executive would do best to start organizing and guiding the community right away. Evaluating and asking feedback, starting to organize the next workshop (including asking for support from the CoT), taking a decision on the leadership workshop, guiding the prototypes cannot wait if we want to see change happen between now and a year. The Trager approach deserves that, in our view!

Amsterdam, 10 October 2013.

Wibo Koole, facilitator.