Theory U meeting in Alicante, Spain
February 23 – 25, 2014
Summary report for the Trager® Community

The Trager International Council of Trustees, in collaboration with the Instructor Committee Management Team, has hired two facilitators to help us improve our current administrative and educational structures and communication methods. Wibo Koole and Julie Arts are from the Presencing Institute (www.presencing.com) and their specialty is an approach called "Theory U" which is based on *Trager* like values.

Twenty-five people representing our organization's different statuses and cultures were chosen and they met for a first time in Bettenberg Germany, in September 2013. Sub-groups were then formed and they have been working on different concrete projects since then. Although four members of the original group have not been able to continue to participate fully, they have contributed their ideas and their energy over the past five months.

Wibo and Julie have invited feedback from the entire worldwide *Trager* membership, asking "What are the most important issues to be addressed to move *Trager* toward a flourishing future?" They received over 300 emails back and used this data to design the program for our next meeting.

The group, now composed of twenty-one people, met for a second meeting in Alicante Spain, from February 23-25, 2014. They were supported by two competent note-takers, Marianne van Kan and Patricia Lawrence. This was an intense and productive 3-day working event, the meetings lasting for a minimum of ten hours each day. Here is the summary of the main outcomes of this meeting. We are hoping that you will be as enthusiastic as we are about the "flourishing future" potential emerging from this process.

Sunday, February 23

During the first day we had a general discussion to determine how we would be working together and meeting agreements were established.

Exciting and entertaining reports were presented from each of the prototype groups.

Trager Information and Marketing Group
(Tracy Eno, Jan Kip, Neil Bayfield, Piermario Clara)
These prototypes include research, outreach about the benefits of *Trager* for neurological disorders and interviews with people who worked directly with Milton. These projects are moving forward with revisions and testing.

Website Group
(Piermario Clara, Marlene Schild, Diane Trudeau, Nina Hassig-Weber, Bo Gyllenpalm)
A prototype website was created and tested: *Trager* e-space. The website could be used to share the most current and up-to-date information about *Trager*. This project is moving forward with additional refinement and testing.

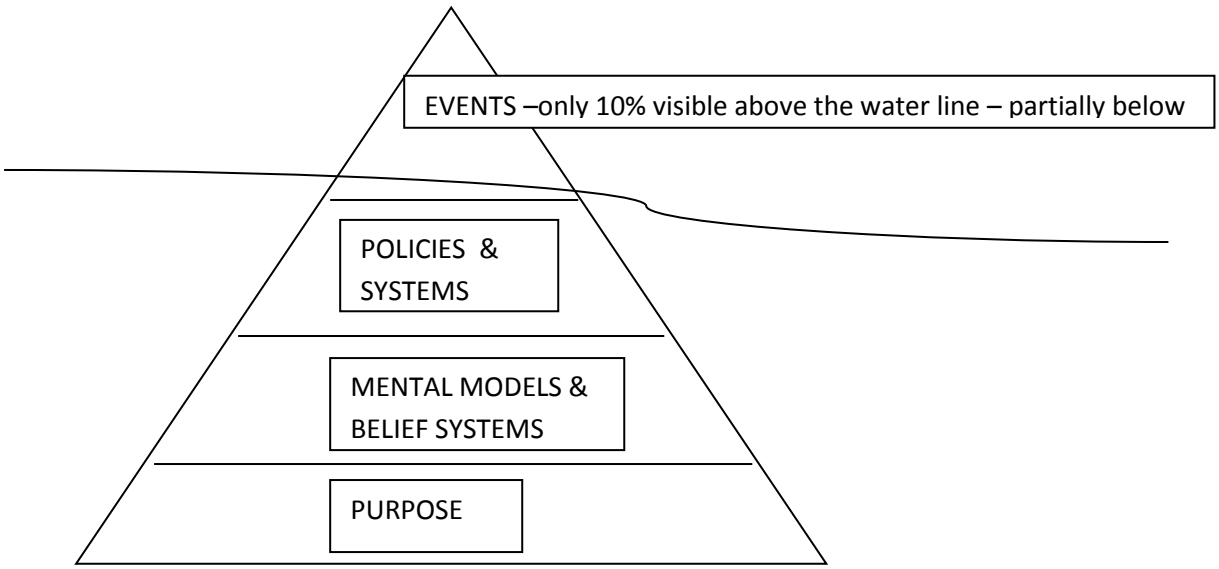
Renewing the *Trager* Teaching Program Group
(Avi Bahat, Anna Marie Bowers, Amrita Daigle, Marita Melzer, Cindy Popp-Hager, Naoyuki Sekino)
This group has envisioned three pathways to enter the *Trager* world with easy bridges to move between the pathways:

1. A Certification program to train qualified persons to become successful *Trager* practitioners.
2. A General Public program to improve aspects of personal and professional daily life, by using *Trager* principles on a personal level. These "Trager® for Daily Life" classes will be taught by practitioners.
3. A Professional program to train health professionals to include the *Trager* principles in their existing practice, without becoming a *Trager* practitioner.

Two prototypes created by this group are in the process of being implemented: one is a small change in the certification program that will be tested by instructors teaching the core classes and the other one, the Trager® for Daily Life class, will soon be presented to the *Trager* community to be experimented by all practitioners who wish to.

Open Exploration – *how the* Trager *Approach could develop to meet the needs of our modern world?* (Ingrid Hoerlezeder, Jessie Kuipers, Anti Markajangas)
This group did not continue to work together formally as one group but its members inspired each other to pursue individual areas of interest. Anti sent a lengthy document which was received by the group after the meeting in which he discussed various ways to talk about *Trager* and building a common language to better communicate with the outside world. Ingrid shared her research about why people retire from the *Trager* community and reflected on the possibility of combining body awareness with planet awareness. She will continue with this research. Jessie presented videos she has created to share *Trager* with the public – her idea of small, easy ways to get *Trager* spread.

After lunch, the discussion turned to the current situation in the *Trager* organization, and the organizational history that has been handed down to the members. We studied the significant events, policy shifts or ways of organizing ourselves that happened as a result of these events and the mental models and belief systems that arose from or supported these events. This helped us to build a better understanding of our current situation. Organizations can be seen to resemble icebergs as in the following diagram:



Monday, February 24

Conversations began about "What wants/needs to be spoken before we can move forward across the threshold?" Anybody who wanted to have a conversation about a specific topic wrote the topic on a large post-it and fifteen topics were posted. An Open Space method was

used so that all topics could be discussed in small groups in four timeslots. These conversations generated much feeling, learning and sharing. The Host of each conversation reported to the group something that needed to be included as we moved forward. Here are some of the significant thoughts shared, in no order of importance:

- It is not necessary to have a whole new build – some parts that are working could be retained.
- We do not want to be authoritarian – but energy is drained by individuals who do not follow group agreements.
- Needs a horizontal not a vertical structure involving: students, practitioners and teachers.
- The organization is like a person having a difficulty with connecting between the heart and brain.
- Professionals need quality classes; Non-professionals can just have fun.
- What if you threw the *Trager* International organization away? What would happen to the Bequest money? What is the power of the money?
- Keep it simple. Use phone and 'in person' communication rather than emails.
- Rules choke me and I respect rules and limits – afraid others will choke my freedom.
- The pattern of organizing needs to shift from a person to the purpose.
- Is everyone respectful? Why the gossiping? Why the complaining? Do we really listen and feel? Are we patient enough? Are we clear about our responsibilities and services?
- The talk/ gossip about each other creates a weight.
- Can move forward, but need to clarify boundaries and improve communication to change this dynamic.
- How do we protect property rights – written material, class plans, etc.?
- What are the benefit/ costs/ downfalls of the Service Marks?
- People say they have a passion for the work – but have small practices.
- There is no communication on how people are using the work – this would inform how we do our training.

We listened to each other, reflected on what we had heard that really matters to each of us personally and what really matters to the collective. We agreed that we can move forward, we can name a perceived problem and deal with it directly with the people involved, and we can clear channels of communication.

The next step is finding pathways/ directions for the future.

Representatives from the *Trager* International Council of Trustees Executive, the Office Oversight Committee and the Instructor Committee Management Team requested a facilitated discussion with Wibo to resolve an issue and a communication challenge they have been dealing with. These six people worked for a couple hours and a resolution was achieved regarding the issue of the Education Secretary contract.

During the facilitated meeting, the rest of the group held the space for resolution by engaging in a hands-on activity. Pairs were formed, with one participant being the practitioner and the other one playing the role of our *Trager* organization. Practitioners gave a symbolic *Trager* session to the "Organization" with a skill set and a desire to support it. Hook-Up was deep and we felt it might have been a healing step towards a better *Trager* Community health.

Tuesday, February 25

On the last day, we decided which previous prototype groups would be moving forward and we established some new ones. We generated ideas for reaching our goals and began to find new ways to fully inform and involve the rest of the *Trager* community. Here is the current list of the prototype groups:

1. Holding the whole by bridging – providing support and information between and among groups (Nan McConnaughey- coloradonana@hotmail.com; and Nina Hassig-Weber - info@trager-relax.ch)
2. Energizing Training and Education, including the implementation of the two current prototypes (Avi Bahat, Amrita Daigle, Cindy Popp-Hager). Avi is the contact person a-bahat@zahav.net.il
3. Website group, continuing the work on the previous prototype (Piermario Clara, Anne Shaddick) Marlene Schild will help with translation. Piermario is the contact person – piermario.clara@gmail.com
4. *Trager* Information and Marketing, continuing the work of the previous prototype group (Jan Kip, Piermario Clara, Tracy Eno, Anne Shaddick, Jessie Kuipers). Jan Kip is the contact person - janjkip@cs.com
5. Sharing the work (Nina Hassig-Weber)
6. Service Marks -Investigating the Pros and Cons (Jan Kip)
7. Renewing Structure, Governance and Leadership (Marita Melzer, Marlene Schild, Anna Marie Bowers, Gregoire Louy, Marialaura De Franceschi, Diane Trudeau, Bo Gyllenpalm, Naoyuki Sekino, Roger Tolle). Diane is the contact person- dianetrudeau@inno.org
8. Finding resolution for tensions between the Instructor Committee Management Team and the *Trager* International Council of Trustees Executive Committee (Roger Tolle – rogertolle@gmail.com)
9. Open Exploration - Austrian research about participation (Ingrid Hoerlezeder - ingrid.hoerlezeder@brot-kalksburg.at)

All groups will begin to involve members from the wider *Trager* community. We invite your participation in the area where you have a passion and encourage you to communicate with us if you wish to be involved in this creative work with us.

You should already have received a summary video clip as the first report from this meeting. Contact your National Association if you have not yet received this video clip. This current report is the summary outline of our Alicante meeting. The complete notes will be available for those who are interested.

The purpose of the Theory U group is to help energize the whole community. This group is not becoming a new body trying to fix or change the system. We have learned that we are all part of the same "body" of *Trager*, and when we can notice and feel the individual parts and their relationship to the whole body, we can move easily.

We look forward to receiving your thoughts and your participation!