

## Theory U Feedback – USTA Members

From the CoT Executive Committee and Theory U Facilitators:

For the whole community, the invitation to comment on is:

- What images, feelings and thoughts come up reading the report of the Bettenburg workshop on “Moving towards a flourishing future of Trager”? What are **your hopes** for the future of Trager work and the Trager community?
- What, in your view, are **issues** for the future flourishing of the Trager work and its community, to be addressed at the next workshop in 2014, first quarter?

### USTA Member Feedback as of November 13, 2013

I'm grateful to the folks who attended the Theory U meeting and am encouraged that there is forward movement on ways to look at our situation. I love Trager and have been practicing for nearly 30 years.

Given that I don't fully understand what problems exist, I don't have much to say about where to go. I did like what I read about Simplicity being a goal, about being conscious that some of us have inadvertently hurt each other, awareness of people getting 'burned out', the need for more inclusivity, and giving thought to preparation of those who want to teach.

I like the question – How can we nourish life?

I like the idea of Simplicity for the organization. Maybe reaching out to other organizations WILL help us learn better ways to manage.

I really liked the idea of having traveling teams who are excited about the work to go to national conferences and events to meet people who can benefit from Trager – and having a budget for that. It would be great if folks could take time out of busy lives to do this.

I liked everything I read in the 3) Education Prototypes section.

I guess my main concern is still my own stuck feeling in wondering how these things will be accomplished given realistic time/money/energy constraints. It feels to me that most of us care deeply and do what we can.

My gratitude to you who are asking and compiling feedback.

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That sounds like an amazing meeting in Bettenburg. I took about an hour and a half to look over the material on the website. Comments:

· What images, feelings and thoughts come up reading the report of the Bettenburg workshop on “Moving towards a flourishing future of Trager”? What are your hopes for the future of Trager work and the Trager community?

Wish I could have been there. Hopes for the future? since I don't know the international scene or problems of the organizations, I cannot speak to them. Regarding Trager, my hope is that it is widely known as a self-development path, as well as a way to address physical conditions. Makes me think - do people talk about the self-development part much? I don't hear that. Why don't we more often share how we teach that, and how we have personally used it? It means getting personal with others, to share one's personal development and transformations. Is that what we can do? What we want? Can we move forward without it?

· What, in your view, are issues for the future flourishing of the Trager work and its community, to be addressed at the next workshop in 2014, first quarter?

No further thoughts here.

Other:

Many people will not have/take the time to look at all this. It is rich and wonderful, and requires time and attention to process. How many can or will do this? For instance, I have to keep re-reading the email, and still cannot find who to send these comments to. So, they go to you. Just a little thing, but the little frustrations don't need to be there, and they mount. I suppose you got the email I sent to Aleen, complaining. That was when I was tired and had a million things calling me. They are still there, but the house is quiet now, so I can focus a little. Still wishing Trager communications made me feel hopeful, welcome, light, jiggly, ahhhhh . . .

Is this something that can be passed down to regions so more people are involved in the process? The actual process. Not commenting on what someone else did.

Well, that is it for now. So glad you get to take part in this very cool project! Take care. If I think of other things later, I'll let you know.

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Sounds like it was an intense experience. Reading it through, my first reaction was "heavy processing". I liked the use of visual and tactile art materials, to help get to information that might not have been available just from an intellectual place.

The main feedback I have is that I like the Prototypes for action #1 and #2. I have long felt that the missing piece is making Trager visible to the outside world, NOT just the bodywork world. Pilates became a household word when it hit the fitness industry - prior to that it was growing within the established lineages, and also growing with a press presence but still most people didn't know what it was. I've long thought that the fitness world would be a good vehicle to boost Trager, and a good match for athletes. Love the idea of traveling teams going to national conferences!

A really professional youtube of Trager available for practitioners on the website would be most helpful as well, to send as a link for PR. The ones currently on the trager website under Marketing are, frankly, not good enough in my opinion.

I like #2, although not being raised on computers, I am not fluent in computereze. But the idea of a more modern and highly functional website sounds good to me.

I like #3, in that I think the education system now is cumbersome. One massage practitioner I met 3 years ago was very interested in doing the full training but because the closest beginning level training was half a year away and on the other side of the country, she couldn't do it. I especially like the 3 prongs listed: full certification, personal growth, and continuing ed for other fields.

My suggestion for your next meeting: practical action to manifest these ideas. How to fund them. (You cannot keep coming to us practitioners for monetary support. It's a catch 22: I make very little money from Trager because of all the things these ideas are designed to address, so I have no excess money to give.) There needs to be a momentum built, where there is enough visibility to attract people as clients, and attract others as students, who then build the practitioner rosters which then feed money back into the org. Big question for next meeting: how to get the ball rolling?

Thank you all for the dedication and time and energy and heartfelt intention that you have all put in.

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Thanks for this. I read through and was impressed by the creativity in finding a new way and shepherding participants through a experiential and thoughtful process. Thanks to those who made this happen and those who took part. Look forward to the outcomes...  
Love and Light

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HELLO USTA AND COT,

You cannot avoid hurting people's feelings.

You can have measurable objectives and goals, "to be ready for teaching"

You can have a membership organization which is inclusive and values the input of all its' members if you have leadership that is able to communicate the values, knowledge and skills required to become a leader or team member.

You can value all members by reinforcing a space available for members to express their needs, being heard and validated in a tangible way.

You can offer safety and support to a member organization by having specifics, not vague statements.

You can offer voice to member needs by having specific teams and committees to address concerns which have ongoing internal and external assessments.

How are we doing? And? And? What could be easier because it is hard work.

As example there could be multiple pathways to participation in the organization.

If you want to teach, what are the specific skills and knowledge needed? Who gets to decide?  
What is the oversight process ?

If you want to be involved in marketing, if you want to organize educational events, if you want to be on the Trager political action committee?

There has to be a win win situation for anyone who is even a little bit interested or they will look elsewhere. They need to feel wanted supported, excited to join.

Have help defining what they have to offer and what their learning curve is, but YES we want your contribution. This is a place for you to grow safely.

Example: I taught workshops in Montreal and Italy and would have appreciated more interest from instructors. It hurt my feelings NOT to get any feedback. So.....

The \$\$\$ from the bequest should be available to support members at all levels of the organization with specific objectives to define "How does this further the Trager approach?"

In my Occupational Therapy Organizations, International, National and State when you take on a leadership position your first assignment is to find your replacement and begin to train them.

What would happen if each tutor and or instructor decided to choose a group of people to replace them?

Mentorship is not a paid position, it is a labor of love

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### **Images, feelings, thoughts?**

I like the idea of being a part of a larger whole that is prototyping the future and meeting the needs of the future and creating a clear, common idea and standing on common ground and supporting fragile structures and preserving the integrity of the core and knowing functional roles and cooperation among leaders....

Failing early to learn quickly feels freeing. I like the idea of relevant, wholistic, new, fast, scalable, portable, and do-able initiatives.

Anna Marie and Tracey wrote so vividly of their experiences.....I could feel the anticipation, hope, tremulousness, anticipation, and renewed optimism.

### **Hopes?**

I hope for a group of Trager influencers to stand together sharing a common view, using the same map to plot a journey toward a direction that the entire group agrees they'll move toward.

I hope for a plan. I hope for a scalable model of action with reproducible results. I hope for good communication. I hope to be able to say...

“I’m a *Trager* practitioner and I belong to a functional, thriving organization of *Trager* practitioners; my organization operates in a way that is both business-like and *Trager*-full because our *Trager* practice helps us each know how to integrate the best of both those worlds.”

### **Issues for flourishing?**

Perspective. Measuring and reporting on progress. Valuing and naming the spectrum of our resources from intangible to tangible. Appreciating both the individual value of our work and learning to build and appreciate the shared value of our community as a business, region, national association, and worldwide organization all of which work together toward a common view and share common goals.

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What images, feelings and thoughts come up reading the report of the Bettenburg workshop on “Moving towards a flourishing future of *Trager*”? What are your hopes for the future of *Trager* work and the *Trager* community?

I am hopeful that the participants are following through on what they committed to doing with each of the prototypes. The fact that members from all countries and all statuses are talking and working together is a first step in true communication which we greatly need. I think if these small steps are successful, the larger steps to move our work forward will be much easier.

Although I had read most of the Theory U book and the communications that were sent out, including, “to fail often to succeed sooner” or to “fail early to learn quickly” I really didn’t understand fully what that meant. I wonder how many others are expecting more than a “prototype”. As I continued to read the book, I found a section that enlightened me (p. 416-417).

“A prototype is an experiential microcosm of the future that you want to create. Prototyping means to present your idea (or work in progress) before it is fully developed. The purpose of prototyping is to generate feedback from all stakeholders (about how it looks, how it feels, how it connects with people’s intentions, interpretations, and identities) in order to refine the assumptions about the project. The focus is on exploring the future by doing rather than by analyzing. . . . . Prototyping is not a pilot project. A pilot has to be a success; by contrast, a prototype focuses on maximizing learning.”

I am hopeful that the members of the *Trager* community will become enthusiastic participants in this process; that they will give these representatives (who are giving of their time and talents) feedback which will be heard and incorporated into the final undertaking.

What, in your view, are issues for the future flourishing of the *Trager* work and its community, to be addressed at the next workshop in 2014, first quarter?

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That the prototypes are ready to be presented and that feedback from the community will be sent and heard so that we can proceed to a pilot and then to an actual change that will affect our entire organization positively. I think when members see that there is actual progress and that change is beginning, they will put aside the past and the pessimism and join in to make this work.

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I want to give my feedback. I am so disconnected from Trager right now, I can only say that I trust those of you who are putting in the energy to define the shifts and changes that you want to happen. I am excited by what I read. I am interested to see what happens. I am also content to see what Trager is in the world right now. It is a small, relatively unknown, really great way of moving our bodies and minds to create shifts with ease. Although it would be nice if more people knew about it, I am ready to give up this struggle on the national and international level and focus on what I can do directly to educate those around me, the people I can touch. Maybe in 10 years, that will have an international reach! Who knows. My thanks go to all those who are working on this. I say: don't stress too much about it! take care,