

# IF POD Integral Application Paper

## Introduction

### Participants:

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### Topic:

“Not Knowing”

### About this paper:

This paper is in two parts. Part one describes our journey as a team, moving through the three stages of forming our we, agreeing on our big idea, and preparing to share. The second part describes the experience we plan to deliver for our classmates.

## Part One: Our Journey as a Team

### Stage 1: Forming our We (group calls 1-4)

Coherence emerged naturally in the group. We seemed to be making good progress and did not have any significant struggles apart from agreeing times for calls and platforms for sharing information.

Key IF competencies we leveraged (+) Key IF competencies we neglected if any (-)		What happened in each quadrant	
Not knowing (+) Letting go (+) Trusting (+)	Listening, Empathizing & Reflecting (+)	Sharing intentions, what excites us, what confuses us about this experience together	A lot of energy just to make meetings happen decide on regular time for meetings
	Ground rules & governance (-)	Agreeing on commitment (showing up to calls)	Test out and select electronic communication platforms



### Stage 2: The Big Idea (group calls 5-6)

We all felt interested in not knowing, and decided this would be at the core of our big idea. Reasons included that it was a novel experience, that it was something managers would need to embody, and that it was a tool for creativity. We struggled to make the big idea more specific because there were diverse views, we were running out of time, and we did not have agreement on a process. Had we agreed to be in not knowing with regards to process?

Key IF competencies we leveraged (+) Key IF competencies we neglected if any (-)		What happened in each quadrant	
Not knowing (+) Trusting (+)	Listening, Empathizing & Reflecting (+) Posing Challenges (+) Providing Focus, Direction & Time Keeping (-)	Discomfort from conflict Commitment to keep showing up	Meetings discussing process, ideation and outcomes at same time
Polarities in Groups (-) Shadow work (-)	Conflict resolution maps (-) Ground rules & Governance (-)	Decline in trust, formation of sub groups, some withdrawal	No agreement on how to integrate ideas generated between meetings or how to finally conclude on our big idea

### Stage 3: Preparing to share (group calls 8-9)

The looming deadline provided the impetus to converge on a single expression of our big idea and how to deliver it.

Key IF competencies we leveraged (+) Key IF competencies we neglected if any (-)		What happened in each quadrant	
Intentionality (+) Clarity (+) Fear-plus-ness (+) Being fully with what is (+)	Perspective taking (+) Listening, Empathizing & Reflecting (+) Providing Focus, Direction & Time Keeping (+) Posing Challenges (+)	Commitment to stay in connection despite any discomfort	Agreement on how to move forwards, clarifying the big idea, process for delivering the experience, and how documents will get written

Relational (and/or) Emotional Intelligence (+) Polarities in Groups (+)	Vision / Goal Setting Processes (+)		Affirming positive intention	A clear integration of the various elements of “not knowing”
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## Part Two: Delivering our Experience

We want to give our classmates a taste of our not knowing, individually and collectively.

### Step 1: Individual sharing from the POD (10 minutes)

Each of us will speak for 90 seconds about our individual understanding and experience of not knowing, primarily within the context of this POD project.

Key IF competencies to leverage		What will be expressed in each quadrant	
Intentionality Not Knowing Trusting Clarity Fear-plus-ness Being fully with what IS	Embodied presence Providing Focus, Direction & Time Keeping	Individual experiences of not knowing	Time keeping with a bell after 90 seconds
Safety, Openness & Rapport	Structures for Group Energetics	Staying grounded in connection even as different experiences are shared Speaking in "I" voice language without blame	The audience can join the dots to understand something of our experience of not knowing

### Step 2: Guided individual experience of not knowing (5 minutes)

We now invite people to reflect on their own experience of not knowing in silence and eventually to express not knowing in a physical posture.

Key IF competencies to leverage		What will be expressed in each quadrant	
Intentionality Not Knowing Trusting Fear-plus-ness Being fully with what IS	Embodied presence Providing Focus, Direction & Time Keeping Energetic Assessment (Spontaneous Action)	Being with own thoughts and emotions in theme of not knowing without judgment	Taking on a physical posture expressing not knowing

Cultural Competence	Formats for dialogue			

### Step 3: Guided experience of not knowing with a partner (8 minutes)

We now invite participants to pair up with a partner and experience not knowing in relation to another, and taking on a physical posture with this other person

Key IF competencies to leverage		What will be expressed in each quadrant	
Intentionality Not Knowing Trusting Fear-plus-ness Being fully with what IS	Embodied presence Providing Focus, Direction & Time Keeping Energetic Assessment (Spontaneous Action)	Being with own thoughts and emotions in theme of not knowing without judgment	Pairs of participants taking on a shared physical posture expressing not knowing
Cultural Competence (Safety, Openness and Rapport)	Formats for dialogue	Not knowing the other's experience of not knowing	Noticing moving from I to We

### Step 4: Guided experience of not knowing in group (7 minutes)

In the final step, we invite all participants to join together and experience not knowing as a large group, and taking on a physical posture expressing not knowing as a group.

Key IF competencies to leverage		What will be expressed in each quadrant	
Intentionality Not Knowing Trusting Fear-plus-ness Being fully with what IS	Embodied presence Providing Focus, Direction & Time Keeping Energetic Assessment (Spontaneous Action)	Being with own thoughts and emotions in theme of not knowing without judgment	Pairs of participants taking on a shared physical posture expressing not knowing
Cultural Competence (Safety, Openness and Rapport)	Formats for dialogue	Not knowing the other's experience of not knowing	Noticing moving from I to a smaller We to a bigger We