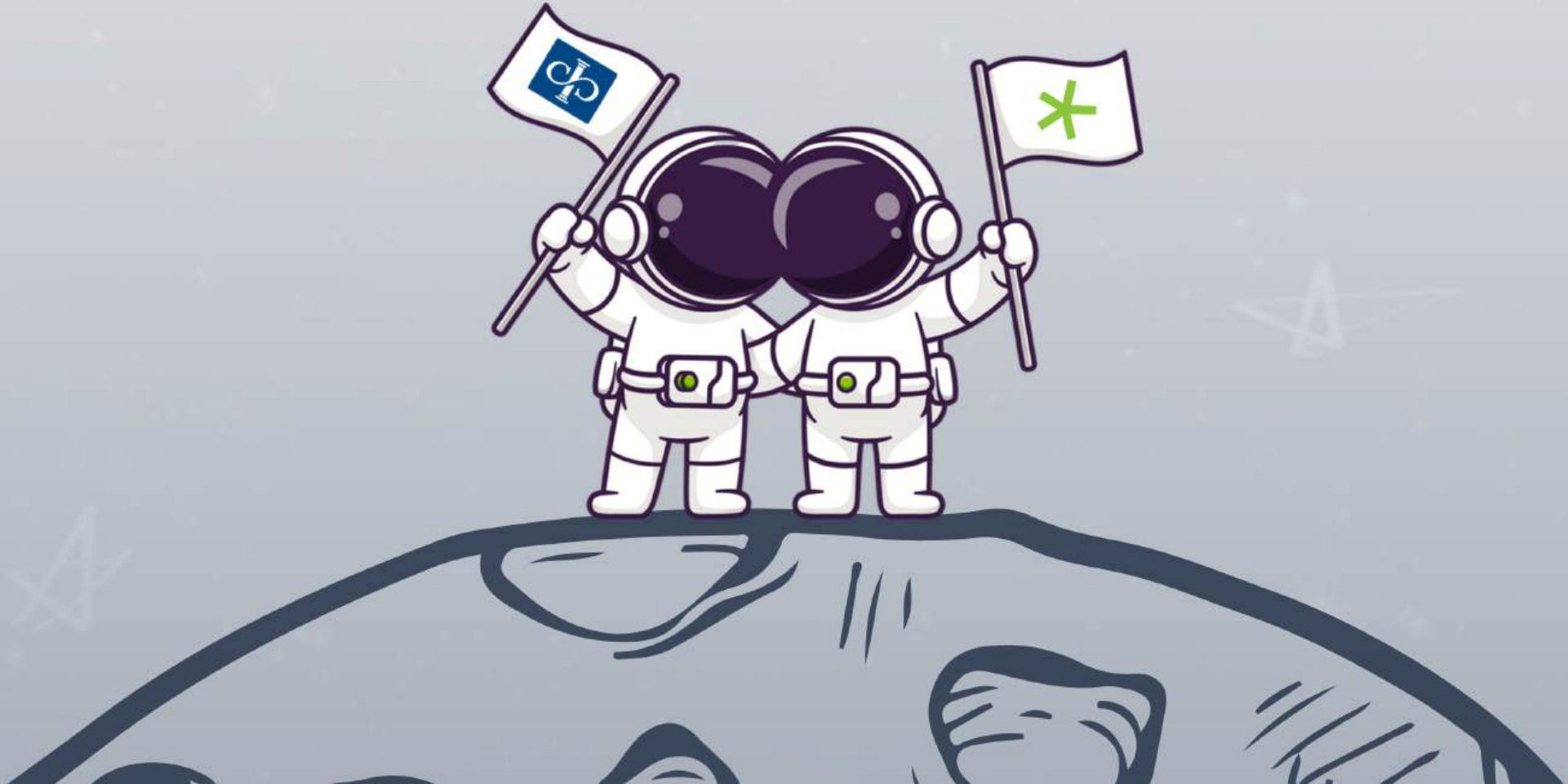


SESSION 1

THIS ONE'S FOR US



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SESSION 1

FOR US

SHARED PRIDE

Find someone you don't know well.

Share with them something **you're proud of**
(about your work) within the last 6 months.

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SESSION 1

FOR US

SHARED PAIN

Stick with that person for now.

Share with them **a current pain point** you're experiencing in your workflow.

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SESSION 1

FOR US

SHARED PAIN

Pain points are often the features that shape, direct, and guide the landscape of our work.

What's shaping your work right now?

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SESSION 1

FOR US

SHARED PAIN

Pain points are often the features that shape, direct, and guide the landscape of our work.

What's shaping your work right now?

What's shaping *you*?

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SHARED POWER

Story-sharing is how we meaning-make about our world. It's deeply powerful.

Who we are,
what we care about,
how the world works,
and why anyone else matters.

SESSION 1

FOR US

SHARED POWER

And, we have *a lot* of shared stories.

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SESSION 1

FOR US

HAVE YOU EVER...

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SESSION 1

FOR US

HAVE YOU EVER...

Met someone new?

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FOR US

HAVE YOU EVER...

Traveled to a place beyond your
typical culture?

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HAVE YOU EVER...

Used someone else's streaming account?

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HAVE YOU EVER...

Peed in the ocean?

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FOR US

HAVE YOU EVER...

Peed in the ocean?

In a swimming pool?

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HAVE YOU EVER...

Worked hard to learn a new language?

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FOR US

HAVE YOU EVER...

Given up a sport or hobby because you weren't getting better fast enough to keep up with peers?

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HAVE YOU EVER...

Come to work after a fight with a significant other?

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HAVE YOU EVER...

Been compared to a sibling in a way that
felt unhelpful or hurtful?

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FOR US

HAVE YOU EVER...

Accomplished a goal or mission that took you more than 6 months to achieve?

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SESSION 1

FOR US

HAVE YOU EVER...

Accomplished a goal or mission that took
you more than 6 months to achieve?

More than a year?

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SESSION 1

FOR US

HAVE YOU EVER...

Accomplished a goal or mission that took
you more than 6 months to achieve?

More than a year?

2 years?

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FOR US

HAVE YOU EVER...

Grieved the loss of something or someone
really important to you?

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SESSION 1

FOR US

HAVE YOU EVER...

Celebrated, or cried, or laughed, or stressed, or rejoiced, or lost sleep...

because you care about the work you do,
and it's impact?

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THE POINT

A community of belonging can be powerfully built around shared stories, even when the experiences differ in specific details.

Belonging is a practice of noticing, for ourselves, and then with others.

SESSION 2

THIS ONE'S FOR THEM



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SESSION 2

FOR THEM

YESTERDAY'S POINT

Folks in this room get you.

You belong. You're not walking alone.

They share your stories, and those connections catalyze collaboration and clarity inside these relationships.

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TODAY'S POINT

How can we transpose what's available to us in this room into something we carry out of it?

To our teams?

To our boards?

To our partner institutions?

TODAY'S POINT

How can we define and design *belonging* to be portable?

How do we articulate **meaningful boundaries of belonging** in order to effectively offer it?

SESSION 2

FOR THEM

SHARED POWER

Belonging has gotten a bad rap.

It isn't about presence.

And it's not about assimilation.

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SHARED POWER

It's not snowflaky; it's hard work.

And, it yields the outcomes we're looking for - for ourselves, our teams, and our stakeholders. It's operational excellence cloaked in the language of "soft skills."

SESSION 2

FOR THEM

SHARED POWER

It satisfies the drive for safety, and identity,
and understanding.

It's about valuing and being valued by.

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SESSION 2

FOR THEM

SHARED POWER

Belonging is about reciprocity.

It creates a sense of **shared ownership**
that cues **new beliefs and behaviors.**

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SESSION 2

FOR THEM

BUILDING BELONGING

S P A C E

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SESSION 2

FOR THEM

BUILDING BELONGING

S P A C E

**Support
reflectivity**

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SESSION 2

FOR THEM

BUILDING BELONGING

S

Support
reflectivity

P

Provoke
engagement

A

C

E

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SESSION 2

FOR THEM

BUILDING BELONGING

S

Support
reflectivity

P

Provoke
engagement

A

Accept
ownership

C

E

SPACE*
CREATOR

SESSION 2

FOR THEM

BUILDING BELONGING

S

Support
reflectivity

P

Provoke
engagement

A

Accept
ownership

C

Cast
vision

E

SPACE*
CREATOR

SESSION 2

FOR THEM

BUILDING BELONGING

S

Support
reflectivity

P

Provoke
engagement

A

Accept
ownership

C

Cast
vision

E

Enact
change

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CARRYING IT OUT OF HERE

Where do you need more **shared ownership** in your work?

How might a more expansive or consistent experience of belonging enable and empower that?

How might you create that experience?

SESSION 2

FOR THEM

SPACE

If you're interested in supporting your teams or stakeholders through:

- Culture assessments
- Workshop facilitation
- Individual coaching

daniel@spacecreator.com

spacecreator.com

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