

Moments of Choice...

The Building Blocks of Community

**ASTD Cascadia Chapter Regional Conference
18 November, 2005**

Agenda

- *Who's in the Room?*
- *Moments of Choice*
- *My Positions*
- *Spheres of Intercultural Competence*
- *Three Orientations*
- *Teachings from the Life of a Master*

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Who's In The Room?

Personal Styles

Personality Types

Identity Constructs

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Cultural Orientations

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Our First *Moment of Choice*

Choosing what we see...

Simplistic uniformities

or

Complex differences

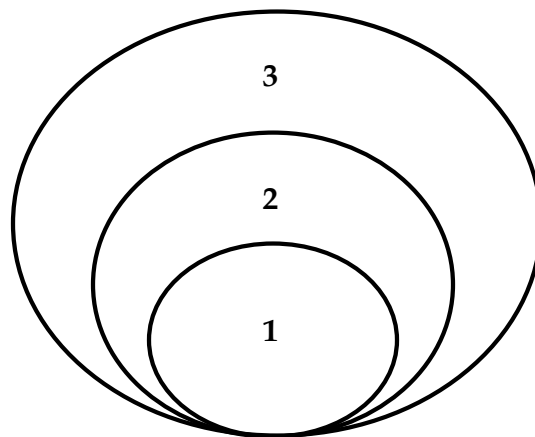
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My First *Position*

**We build community only when we
recognize the full complexity
of who is ‘in the room’.**

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Intercultural Spheres of Competence



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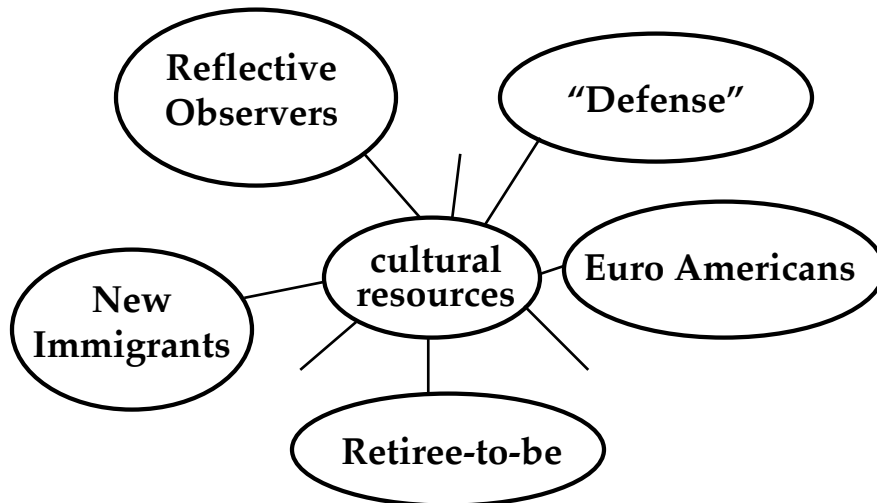
Sphere #1

Learn about the core values of the cultures - styles, types, constructs - of the people 'in your room'

- *get culture-specific information*

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Culture-Specific Focus



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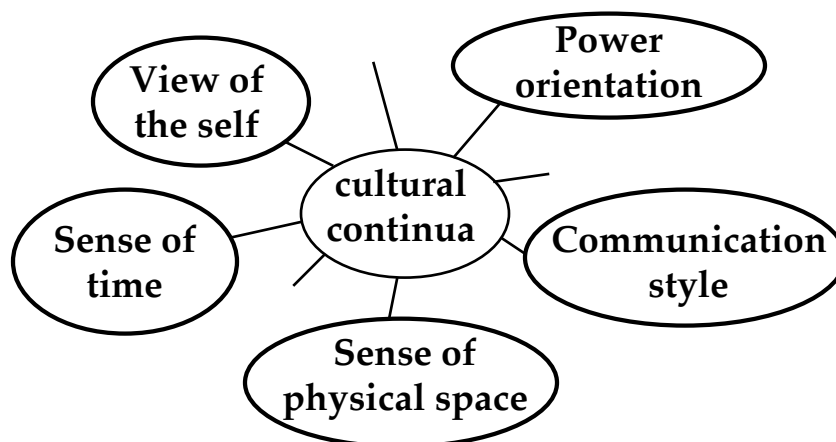
Sphere #2

Learn about the patterns by which cultures - styles, types, constructs - differ, and consider how these may manifest among the people 'in your room'

- *get culture-general information*

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Culture-General Patterns



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It's a Fine Line!

Chaos

Order

Complexity

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Our Second *Moment of Choice*

Choosing how we respond...

Command and Control

or

Creative Presence

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My Second *Position*

**We build community only when we
engage complexity through
creative presence.**

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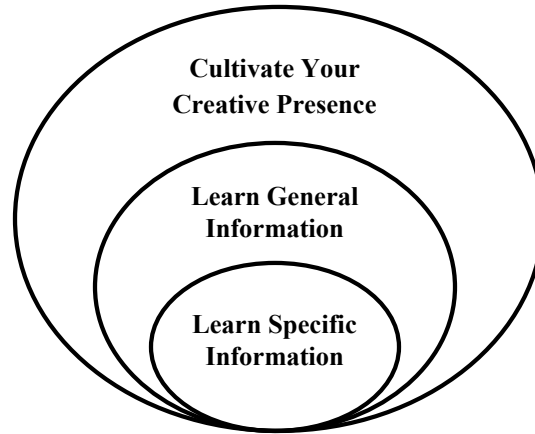
Sphere #3

**Engage with the people, groups and
projects ‘in your room’ through
your creative presence**

- take an *appreciative orientation*
- take a *learning orientation*
- take a *receptive orientation*

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Spheres of Intercultural Competence



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My Third Position

The practice of cultivating creative presence is a *vibrant mandate* for the learning professional!

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Cultivating Creative Presence

Choose an Appreciative Orientation

Maintain a positive state.

Look for the opportunities being presented.

Look for how difference serves.

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Cultivating Creative Presence

Choose a Learning Orientation

Question how your assumptions and core values are driving you.

Become curious about your 'common sense' and automatic reactions.

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Cultivating Creative Presence

Choose a Receptive Orientation

Ask for guidance from 'your still center within' and get quiet enough to receive it.

Trust what you receive, and act on it.

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Teachings from a Master

Winnie-the-Pooh

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Our Life-Long *Moments of Choice*

Choose a learning orientation

Choose a receptive orientation

Choose an appreciative orientation

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