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v 3.0 June 2017

A transparent group talking process that guarantees the quiet voices will be heard. It gives equal speaking time and a **minimum of 3 rounds**, so you can move deeper into ideas. There is no set agenda. Each person is free to speak on **ANY TOPIC** at their turn.

When it's your turn,
you hold the space.
No interruptions!

YOU CAN ...

- Raise a new topic or question.
- Respond to one person, or many different points.
- Take your time.
- Use the time in silence.
- Pass to the next person.
- Suggest a group action.
- Ask the facilitator for clarification on process.
- Offer feedback on how the session is going.
- Sing etc.!

YOU CAN'T ...

- Speak out of turn.
- Expect anyone to respond to your ideas.

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No interruptions!
Equal speaking time
Minimum of **3 rounds**
Speak on **ANY TOPIC**
Constant circular direction
Begin & end in group silence

Who would YOU like to see?

Run it online, or in person ...

MAKE HUMANITY GREATER

ADVANTAGES

- Any group size (2-20 recommended).
- Balances the need for talking and listening.
- Quickly identifies group interests.
- Can be used as a precursor for other decision-making processes.

CHALLENGES

- Requires new trust and consent of the group.
- Requires patience and discipline to wait your turn and not interject.
- It may not produce results that are concrete or expected.
- Maintaining the circular flow.

... *Letting go of ego!*

SHARE THIS MEME



ON-LINE, IN PERSON OR RADIO/TV ∞ CRISIS, CONFLICT + CREATIVITY

ROUND STRUCTURE

A minimum of 3 rounds allows depth and response to issues.

Speakers are not obliged to follow any topic or theme.

1st Suggest introductions, topics of interest, expectations.

Final Incl. feedback on group?.

One possible approach:

1. What is the situation now?
2. What might be done?
3. What will I do?

See the website for tips,
tech support, feedback
and the Facebook meme.

THE FACILITATOR'S ROLE

1. The facilitator can also be a participant in discussions. Acts as **TIME-KEEPER**. Ensure the **RULES** are understood and there is full **CONSENT** of participants.
2. Determine **TIME LIMITS & ROUNDS** (e.g. Total 30 mins ÷ 5 people ÷ 3 rounds = 2 minutes per person per round ... plus 30 seconds silence at the beginning and end of the group, which helps focus the intentions and settle the mind.) In addition to the minimum 3 main rounds ... consider 1 minute per person "Intro" and "Wrap Up" rounds, easing people in and giving final feedback.
3. Establish a **PASSING METHOD** from speaker to speaker (e.g. only the person holding a "talking stick" or object may speak ... Or a speaker may use an agreed phrase like "Thank you" to signal they have finished). The facilitator may need to mute a microphone or call the speaker's name if using a tele-conference).
4. Establish **HAND SIGNALS OR SOUND** for time warnings or breach of the rules: (e.g. 1 finger = "1 minute left" ... 2 fingers = "20 seconds left" ... raised hand = "time is up" ... downward finger = "quiet / do not interrupt")
5. **SEATING**, speaking direction and "first speaker" can be allocated randomly. **OPEN & CLOSE** the session formally, using preferred length of group silence. If a **BREAK** in proceedings is required, use silence on either side of the break.
6. **ANSWER QUESTIONS** about the rules during the session if needed (only from the speaker). Be available after the group to receive **FEEDBACK** or suggestions.