

ART OF HOSTING IN HIGHER EDUCATION

A Gathering to Explore our Insights

What are the unique opportunities that make Higher Ed fertile ground for Art of Hosting?

We began our discussion by exploring what, if anything, makes higher education a place where conversations that matter should occur with more frequency.

What challenges and rewards have you experienced using Art of Hosting in Higher Ed?

We grounded our reflections in our own experience, benefiting from the range of practice opportunities available to us

What is our role in nurturing organic growth of Art of Hosting in Higher Ed?

We wanted to stay true to the principles of self-organization and organic growth (rather than a linear execution of strategy)



World Cafe

From our open invitation to people in Minnesota training in the Art of Hosting, fifteen people from the University of Minnesota and Mankato State University gathered to discuss what we now understand about using these methods in Higher Education. Some of us were fairly new to the Hosting approach; others are stewarding the growth of the practice in their communities, region, and across the globe

Important Themes from the Conversation

Higher education is a setting that is benefiting from Hosting; smart and creative people choose higher education to work within; there is a lot of potential in these organizations. Yet, in





Roles Higher Education Can Play

We can easily leverage Higher Education's unique roles to benefit the global movement towards more participatory leadership. We can:

- **Document.** Tell stories of Hosted events and their results in addressing organizational & community problems (like the e-Book published during Summer 2013).
- **Educate.** Use Hosting techniques to create significant learning experiences. "Seizing the potential to make brilliant minds even brighter."
Education is engagement in conversation about things of significance.
- **Learn.** Conduct research which identifies underlying themes and patterns, building theories from the practice. This type of Harvesting gives voice to the implicit understanding of effective practices which both deepen relationships and create other substantive results.

As a community, we think it is more effective to talk about this work as the “Art of Participatory Leadership” going forward.

the last 100 years, a hierarchical structure and status-oriented culture has been the dominant model. Because of this, although we have the ability to do so much, we often do so little. Yet there is an urgency for change.

To move ahead, we need to find a way to gently provide leadership and courageous action to hospice or compost the parts of Higher Education that is not working. Practically, this requires fierce modeling of participatory leadership at every opportunity that presents itself. It requires valuing the skills of hosting and claiming them as legitimate by constant application.

In that regard, it is important to remember we have the freedom to modify and experiment with various Hosting practices in our classrooms, offices meetings, and projects. Working with others, hosting ourselves, participating in events, and learning together in community provides a reference point for this type of experimentation and adaptation. With this support, we can modify AoH practices and formats to achieve the needed purpose.

Showing what works to more effectively address the real challenges facing higher education at the University of Minnesota and elsewhere will grow the effort. Art of Hosting is change in heart, in how people are doing their day-to-day work differently.

