- Breaths/Stepping Stones
  - Breath one: the call
    - who is the core team?
      - who are the other people holding this question?
      - who cares and could make a difference?
      - *so it isn't just "buddy Glen"?*
    - what is the need?
      - *The need is outside of our work: it is the thing served by the work you are doing.*
      - what time is it for our initiative now?
      - What are the challenges and opportunities we are facing?
      - what is the need that can be uniquely met?
      - if we didn't have this meeting, what would the world miss?
      - what's really at stake here?
      - What does the world need this event/meeting to be?
    - what is the purpose?
      - *A clear and compelling statement that guides us.*
      - what happened before? what's happening after?
      - What could this work do/inspire/create?
      - what is the simplest and most powerful question we can keep at the core of this work?
    - principles
      - *the way we meet is a model of the future we're trying to create*
      - what unique ways of doing work and being together can we bring to this work?
      - what is important to remember about how we want to work with the participants in our initiative?
  - Breath two: clarify
    - people
      - *identifying all the people involved in our work, mapping the network*
      - are we engaging all those who have a stake in this issue?
      - who are all the participants? what are their unique needs, interests and perspectives?
      - who is in the room? who is not in the room?
      - who is impacted? who could most impact?
      - what new people could we invite into the conversation?
      - Who is making the decisions?
      - Who will influence the use of resources?
      - Who needs to understand and be involved in the decision so it can be moved along?
      - who will be interested in the results of these meetings?
    - harvest
      - *making meaning of our work, telling the story and feeding forward results so they have the desired impacts*
      - *(not planning a meeting, planning a harvest)*
      - what forms of harvest best serve our need?
      - what artefacts will be most powerful representation of what we have created?
      - what are the feedback loops that we need to design to ensure that learning and change accelerates itself?
    - concept
      - *a high level look at the shape of our endeavour*
      - *cross a body of water? bridge, ferry or causeway*
      - what shapes might we choose for our work? circles? networks?
      - how might we activate our principles to do our best work?
      - what is the deeper pattern of our work?
    - limiting beliefs
      - *we cannot create innovation using old models and approaches*
      - who would we be without our stories of old ways of working?
      - What do we fear about new ways of meeting?
      - What's inside of me that is getting in the way of us being collectively successful?
  - Breath three: design and invite
    - invitation process
      - *the meeting begins long before the invitation is issued*
      - *goal of invitation is to attract people fully to the meeting*
      - hosting little conversations with key potential participants, communicating, listening
      - hosting little conversations to find out what would attract them to this gathering
      - dates, location, clarity of the need and purpose
      - try to send out more than one invitation
      - e.g. two paragraph tags, 3 to 4 levels of follow-up invitation
      - email, website etc
    - designing form and structure
      - *making decisions about the resources of the group:*
      - *time, money, energy, commitment and attention*
      - what's the lightest structure that will serve our purpose and need?
      - a good space
      - what's the structure that:
      - works with the concept, serves the people, follows the principles,
      - pursues the purpose and meets the need?
    - practice
      - *this is the world of to do lists, conference calls and email exchanges*
      - *deliver, implement, learn new things and respond*
      - what do we need to sustain our work together?
      - how do we leverage relationships and support the work that arises?
      - what committments are we willing to make to contribute to success?
      - what role might the core team play after the meeting?
  - Breath four: meet
    - have the conversation
    - hosting the group, the purpose, the question
    - making meaning together
  - Breath five: harvest
    - harvest and make sense and meaning
    - harvest the harvest
    - make the needed decisions for the way forward
    - how do we sustain self-organization?
  - Breath six: act
    - perform any actions decided on
    - follow-up
    - continue learning and leading
    - don't lose sight of the purpose
  - Breath seven: reflect and learn
    - *what? so what? now what?*
    - reflect with the core team and stakeholders
    - what have we learned?
    - have we gained results in alignment with the need and purpose?
    - what are the next long term steps?