



Unlocking Our Food Systems Change Capacity

Food Systems Leadership Retreat

June 4-7, 2018, New Orleans, LA

Participant Agenda

Overview

Dates/Times	June 4: Arrival June 5-6: 8:30 AM to 8:00 PM June 7: 8:30 AM to 1:30 PM
Location	Archdiocese Retreat Center of New Orleans: 5500 St Mary St, Metairie, LA 70006 1-504-887-1420
Objectives	<ol style="list-style-type: none"> 1. To build participants ability to imagine and effectively create change at scale in the American food system by: <ol style="list-style-type: none"> a. Understanding the core skills of systems leaders and practicing those skills over the course of the program, b. Providing tools and practice that will help participants facilitate effective transformational dialogues with their teams and communities, c. Introducing and applying systems thinking tools and models that can help describe, refine, and evaluate the changes participants are working towards. 2. To strengthen the network and social capital between the participants so that they can provide each other support and coaching on challenges they may face.
Pre-Work	<p>Bring: An object from home or work that represents the change you hope to make.</p> <p>Prepare: An issue or challenge in your food system work that you would like to explore with your peers.</p> <p>Read: Dawn of Systems Leadership, Senge, Hamilton, & Kania</p>
Post-meeting	Post-meeting evaluation, peer coaching sessions, dialogue and exchange on Food Systems Leadership Network site

Agenda

TIME	ACTIVITY/ITEM	SESSION/LEARNING OBJECTIVE
Tuesday June 5		
7:30 AM	Breakfast	
8:30 / 15	Welcome from Wallace Center team <ul style="list-style-type: none"> ● Why this gathering ● Staff and roles 	Create transparency about motives and expectations for gathering and begin building trust in the group.
8:45 / 15	Welcome from facilitation team <ul style="list-style-type: none"> ● Objectives for the retreat ● Agenda overview ● Ground rules 	Create context and transparency for the day and set the group up move comfortably into introductions.
9:00 / 45	Introductions: Co-creating a gallery of hopes	To get everyone here and begin seeing the group from three lenses--the personal, interpersonal, and whole group. To continue building trust in the group.
9:45 / 30	Group dialogue: what is your most pressing leadership/systems change challenge?	To create a context for the workshop based on the needs of the participants.
10:15 / 15	BREAK	
10:30 / 15	A systems leadership framework for change <ul style="list-style-type: none"> ● Why systems leadership ● What systems leaders do ● 3 core systems leadership capacities 	To introduce the framework as a foundation for how we will work together over the next two days.
10:45 / 25	Systems leadership competencies self-evaluation <ul style="list-style-type: none"> ● Work individually to complete systems leadership self-assessment. ● Create pairs and exchange what you noticed: where are your strengths? Where are your learning edges? 	To give participants a chance to reflect on where they are on their leadership journey.
<i>Systems leadership competency 1: The ability to see the whole system</i>		
11:10 / 50	Systems thinking core concepts (how we think...) <ul style="list-style-type: none"> ● Systems and systems thinking defined ● The iceberg model--where do we pay attention ● Hands on--what are the events, patterns, systems, and mental models you are responding to ● Group share: exploring icebergs from participants ● How can you use this in your work? 	<ul style="list-style-type: none"> ● Ability to define a system ● Ability to contrast convention/systems thinking and assess which they commonly use ● Ability to use the iceberg model to help understand issues in food systems
12:00 / 30	Mental models and the ladder of inference <ul style="list-style-type: none"> ● Introduction to the ladder of inference ● What are the mental models we face in our work? ● What changes mental models? 	<ul style="list-style-type: none"> ● Ability to identify mental models in our work and in society ● Ability to use ladder of inference to help understand behavior

12:30 / 45	LUNCH	
1:15 / 45	Dialogue walk: How does inequity show up systemically in your work? What drives it?	To build relationships, apply systems thinking to inequality issues, increase our listening skills, engage our physical self to be fresh for the PM.
2:00 / 45	Systems thinking core tools: force field analysis <ul style="list-style-type: none"> ● Intro to force field analysis: what drives and holds back change ● Hands on: driving and restraining forces in food systems ● Group reflection: sharing from each group & group discussion ● How can you use this tool? 	<ul style="list-style-type: none"> ● Be able to identify driving and restraining forces ● Deepen understanding of these forces around equity in the food system
2:45 / 15	BREAK	
3:00 / 120	Systems thinking core tools: reinforcing & balancing loops <ul style="list-style-type: none"> ● Introduction to causal loop analysis ● Large group demonstration of causal loop mapping ● Hands on: loop thinking ● Group dialogue--what are feedback loops we are really focused on in creating equity in the food system? 	<ul style="list-style-type: none"> ● Be able to identify common positive and negative feedback loops in food system work ● Be able to identify the primary feedback loops that drive and restrain equity ● Be able to explain the systems change story of your work
5:00 / 30	BREAK	
5:30 / 30	Transit to Central City	
6:00 / 30	Social time at Roux Carre Market	
6:30 / 30	DINNER	
6:45 / 15	Remarks by Roux Carre staff	
7:00 / 75	Evening panel with NOLA food systems leaders	
8:15	Transit back to retreat center	
Wednesday June 6		
7:30 AM	BREAKFAST	
8:30 / 20	Welcomes/opening circle <ul style="list-style-type: none"> ● Review of the day ● Check-ins 	Deepen the social relationships between members.
8:50 / 20	Introduction to the learning journey approach	Encourage a deeper and more curious approach to site visits
9:10 / 20	Travel to GrowDat learning journey	
9:30 / 45	GrowDat learning journey	Be inspired by a dynamic project and apply our learning journey approach.
10:15 / 15	BREAK	

10:30 / 30	Learning journey dialogue: what did you notice?	
11:00 / 30	Return to retreat center/break	
<i>Systems leadership competency 2: The ability to foster reflection and deep dialogue</i>		
11:30 / 30	Facilitating transformative change <ul style="list-style-type: none"> ● What is facilitation: quick popcorn answers from the room ● Definition of facilitation ● Core theory of success for facilitation ● 6 actions of the facilitator 	<ul style="list-style-type: none"> ● Be able to define what facilitation is ● Use the success loop as a diagnostic ● Understand the core actions of the facilitator
12:00 / 30	The power of good questions <ul style="list-style-type: none"> ● Types of questions ● How and when to use questions to support groups 	<ul style="list-style-type: none"> ● Have a tool kit of question types to work from ● Know when to use questions with groups
12:30 / 45	LUNCH	
1:15 / 30	Team building/energizing activity	Deepen our connections, give our minds a break, have fun.
1:45 / 45	Facilitation job 1: building trust <ul style="list-style-type: none"> ● What builds trust ● The Johari Window and the conundrum of trust ● Facilitator trust building tools ● What has worked for you? 	Provide a framework and tools to create more trust in groups.
2:30 / 30	Facilitating change: creating powerful meetings and processes <ul style="list-style-type: none"> ● The big four process steps ● Change process arc ● Objectives based design ● Good meetings checklist 	<ul style="list-style-type: none"> ● Be able to use a process arc to design better meetings and change efforts ● Use a checklist to help ensure meetings go well
3:00 / 15	Stump the Facilitator! <ul style="list-style-type: none"> ● Open Q&A on your facilitation and process design questions 	<ul style="list-style-type: none"> ● Answer participant facilitation questions
3:15 / 15	BREAK	
3:30 / 75	Applied dialogue: peer coaching circles <ul style="list-style-type: none"> ● Introduction to peer coaching ● Hands on: peer coaching circles ● Debriefing peer coaching, what did you notice? 	<ul style="list-style-type: none"> ● Provide model of peer coaching for personal and community use ● Practice dialogue skills
4:45 / 30	Closing circle	Closure for the day and increased capacity for self reflection.
5:15	BREAK	
6:00 / 60	Dinner	
7:00 / 60	Evening presentation/dialogues	To deepen our relationships and our understanding of equity issues in the food system
8:00	Planned day ends	

Thursday June 7		
7:30 AM	BREAKFAST	
8:30 / 15	Welcomes/logistics/check-ins	To get our day started and prepare for leaving
<i>Systems leadership competency 3: The ability to work towards a desired future</i>		
8:45 / 30	Unlocking your systems leadership capacity <ul style="list-style-type: none"> From solving problems to creating futures The bigger context of our work The blind spot of leadership 	<ul style="list-style-type: none"> To have a new model for thinking about leadership in food system change
9:15 / 45	Systems Leadership: Intention <ul style="list-style-type: none"> Hands on: your deepest intention in the work Dialogue: the power of intention 	<ul style="list-style-type: none"> To deepen our awareness of how our internal intentions and state impacts what change is possible.
10:00 / 15	BREAK	
10:15 / 60	Systems Leadership: Leading from the Emerging Future <ul style="list-style-type: none"> Theory U Group dialogue: where are we responding to change in our food system work? Systems leadership = intention + skill + compassion 	<ul style="list-style-type: none"> To be able to use Theory U to as a tool to design how we make change. To reflect critically on where we are actually responding to change.
11:15 / 45	Closing dialogue: what is being asked of us as systems leaders today? How do we respond?	To deepen our capacity to respond to the cry for change.
12:00 / 30	Closing circle: as you prepare to return to work and home, what is one thing you are profoundly grateful for? (Susan)	Closure and final connections with group members.
12:30 / 60	LUNCH	
1:30	ADJOURN	