Intense Conversations
What to Do When it Gets Hot
We want the harmony on the OTHER SIDE OF CONFLICT, not the harmony that pretends everything is alright.

- Diane Musho Hamilton Sensei
Integral Facilitation

The “I” Perspective
- The Inside of Facilitator’s Experience
- Self-awareness
- Shadow
- Presence

The “IT” Perspective
- The Outside of the Facilitator’s Behavior
- Communications
- Skillful Means
- Skills and Tasks
- Interventions
  The “IT” Perspective

The “WE” Perspective
- The Inside of the Group
- Culture
- Shared Vision
- Norms
- Relationships
- Group Shadow
  The “WE” Perspective

The “ITS” Perspective
- The Outside of the Group
- Processes, Tools
- Strategies and Plans
- Systems
- Physical Set-up
  The “ITS” Perspective

Source: Diane Musho Hamilton, 
The Next Stage Facilitation Course
What the **Facilitator** is Aware of & Does

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An Example: Lyssa’s Journey

2009 - Now

- **CRR Global**
  - Org Systems Coach Training & Certification (2 Yrs)

- **co-active.**
  - Coach Training (1 Yr)
  - Leadership Program (1 Yr)

- **Next Stage Facilitation**
  - Diane Musho Hamilton

- **Tele-course**

- **Trained 1500+ agile coaches**

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An Example: Lyssa’s Conscious Practices

**Meditation** to cultivate Presence, Openness, Awareness

**Shadow Work** to de-trigger myself when I get emotionally wrapped up

**Mindfulness** to override the amygdala hijack that freaks me out when conflict is present
WHAT IS “PRESENCE”?

The state of being present or attentive to this very moment in time and space.

A sense of complete immersion in the moment with full and vivid sense perceptions.

Sense of self-identity is relaxed so that attention may easily flow outward.

- Awareness and attention are open, empty, awake to all phenomena (inside and outside).
- Body is coherent. The heart, breath, gut and brain are in harmonious frequency.
- Action arises naturally from circumstances, also with little effort.
- Bearing invites respectful attention from others, and a willingness to allow guidance.
- The quality of self-assurance and effectiveness permits a facilitator to achieve and maintain rapport with the group.

Source: Diane Musho Hamilton, *The Next Stage Facilitation Course*
Thanks for your interest in this topic!