

Guidelines for Sensing Teams



These guidelines serve as an example of how a Sensing Team can organize its Journey. The decision on what and how to organize a Journey remains fully the responsibility of the Team.

Objectives

The objectives can be multiple :

- Discover innovative projects in Brussels and connect to change makers
- Connect on a deep level with the team and grow collectively
- Inventorize new projects
- Build new narratives
- Come up with a prototype at the end of the Journey
- Etc.

It all comes back to the mission of Reinventing Brussels : « We are on a mission to reinvent life in Brussels by informing, connecting and growing people by the means of deep conversations, thematic sensing journeys and powerful social technologies. »

Members of the team

Our experience shows that a team consists ideally of 4 to 7 people. More than 7 people makes it hard to agree on dates of meetings. When the team meets it is also easier to have one conversation. But again, the team is free to decide.

Outer Journey

A team follows 2 journeys : an outer and an inner journey. The Outer Journey may consist of various actions :

- Visiting places
- Visiting organisations
- Interviewing people (possibly in their own context)
- Participating to events, workshops, experiences, ...
- Viewing videos, reading articles, ...

The team needs to define its own journey, normally during its kick-off meeting.

The team can count on support from ReBXL for ideas, initiatives, people to interview, ...

To support the process of the outer journey, we suggest to use the following practices from Theory U for inspiration:

- Sensing Journey
- Stakeholder Interview

Inner Journey

The Inner Journey consist of meetings between the members during which they use the Case Clinic process (but other practices are welcome). The Inner Journey is a way to access the wisdom and experience of peers and to help a peer respond to an important challenge in a better and more innovative way. 'Generative' conversations are providing insights and shifts of views on self, the others and the world. It creates a bond between the team members on a deep level.

To support the process of the inner journey, we suggest to use the following practices from Theory U for inspiration:

- Case Clinic
- Stuck exercise

Connecting the Inner Journey with the Outer Journey

For an even greater impact on your journeys, we suggest to approach your activities in the spirit of openness, curiosity and appreciation for the person(s) you will be interviewing. This attitude

is bound to increase the resonance between you and the persons or groups you will be visiting, thus making this experience even richer and more significant for your team and the interviewed partner(s).

Active and deep listening will be here an essential core attitude of the sensing practice.

Listening as a powerful tool to connect.

1. Listening to others: to what people we meet are offering to us and to their context.
Observe, observe, observe.
2. Listening to ourselves: to what we feel emerging from within, to what moves our heart
3. Listening to the emerging whole, that is, to what emerges from the collective and the community we have connected with, to the connection we are creating, to the new narrative that wants to emerge.

Governance

The teams are self-managed. They decide what to do, when to do it, how to communicate, etc. It may also be good to define which language(s) will be used for the meetings. People need to be at ease. An option is to have people translating but needs makes the whole process cumbersome.

In practice

The teams will meet for 3 purposes.

1° A kick-off meeting of the Sensing Team

The first meeting is very important. The purpose of this is connecting the people, sharing their dreams, agreeing on the governance and planning as much as possible the meetings as described below.

2° Discovery interviews/visits

The visits, interviews, events that make up the outer journey. It is not necessary to decide on all of them during the first meeting but a minimum would be helpful to make it possible to plan them with a maximum attendance.

3° Generative conversations

Conversations for your collective inner journey using the case clinic (and/or other tools).

We suggest to combine the discovery interviews/visits and the generative conversations so as to limit the number of meetings. This means a team would have typically 4 to 5 meetings over the upcoming 2,5 months.

Sharing

We invite teams to share as much as possible so as to stimulate the other teams, cross seed, ... Sharing is possible on the forum ([link](#) to the forum) and during the hub meetings. Teams or members may write about what resonated, exciting initiatives and people they discovered, etc.

We plan 3 hubs meetings: the kick-off on the 26th September and 2 other hubs on 14th November and 19th December.

What's next ?

What happens after these 3 months journey ? Following some possibilities :

- The journey ends with the celebration. The team quits enriched and happy.
- The journey continues because the team wants to go further, plans new visits, ...
- An idea of project emerged during the journey, the team (or part of it) works on a prototype
- Some members of the journey join or support one of the projects visited during the journey
- Etc.