



“Courageous Collaboration stretches leaders and groups to move beyond polite conversation and builds capacity to “run toward the roar” together

The Gracious Space Change Framework enables practitioners to cultivate deeper and more respectful relationships so we can have the tough conversations needed to move through stuck places and open up to new possibilities. The Framework provides the skills to move past ‘nice’ and deal collaboratively, creatively and courageously with the surprises and risks associated with change work.

Core Elements:

The Four Openings

Courageous Collaboration calls us to deepen our capacity for human connectivity for the purpose of enhancing our work in the world. The Four Openings – Opening to Safety, Relationship, Risk and Collective Creativity – are the *energetic states* of a group as it expands its capacity to listen more, judge less and seek possibility. The group learns to take risks that matter and stay in the turmoil of change long enough to find vibrant new solutions.

The Four Stages of Change

The Four Stages of Change – Build Trust, Co-Construct Shared Purpose and Plans, Act Together, and Sustain the Work – are the *tangible and concrete actions* groups take to advance a change process. These stages yield visible progress: meetings are held, decisions get made, work is assigned and gets done. Groups learn that their results are superior if trust is built and plans are co-constructed before the action is implemented.

The Work of the Change Agent

Courageous Collaboration with Gracious Space offers practitioners transformative change. In turn it asks that we candidly develop ourselves and bring our best to relationships and our work. Change agents need to pay attention to how we show up, our attention and intentions, assumptions about group patterns and our ability to facilitate within change.

The Work of the Group

Groups working for change often focus on tasks at the expense of their own growth. The Gracious Space Change Framework illuminates the relational field of a group, how to identify common group patterns, reinforce positive patterns, and shift patterns that cause groups to be stuck. The group notices what it must release to be of better service to the change effort.