

# THE 9 STEPPING STONES





## Answering the Call / Igniting the Fire

Arrive	<i>I arrive with a longing to make a contribution</i>			
Leave	<i>I leave with inspiration and new possibilities</i>			
Tasks before	<i>Exploring reflective questions about my life Finding a symbol for 'what moves me'</i>			
Tasks after	<i>Interviewing friends about my gifts and talents Researching project ideas and target groups</i>			
<b>Main Intention</b>	<b>I</b>	<b>We</b>	<b>World</b>	<b>Project</b>
	What is my longing? What is beautiful to me? What am I called to do? Understanding myself, my story and my intention for change.	Who are my peers? Building an authentic, open and supportive group culture.	How can I serve? Sharing our awareness of the world, its beauty, its challenges and its opportunities	Exploring what 'my project' might be. Understanding how the project would fulfill me, enhance community and serve the world. Map talents, resources and possibilities.
<b>Topics</b>	Reconnecting to self	Reconnecting to others	Reconnecting to nature	Inspiration
	Motives,	Trust	Challenges	Idea generation
	Gifts/talents	Authenticity	Threats	Exploring vision & intention
	Fears and resistance	Creating a common culture	Opportunities	
	Biography work		Pattern Language Curriculum	
<b>Existing Learning Patterns</b>	Connecting with the Entrepreneur in you	Coaching	Miracle questions	Idea Generation
	Collective entrepreneurship	Dyade - working in pairs	Understanding social entrepreneurship in you	Organic project development
	Defining your life's purpose	Encourager		Project-Quality List

	Intention-purpose	Interactive Dinner		Social entrepreneurship
	Permaculture from the inside out	Peer up		Statement of intention
<b>Learning outcomes/ Particip. will be able to</b>	Reflect upon one's own story, strengths and qualities	Create a group culture of trust, cooperation and sensitivity	Reflect upon the main challenges of our times	Understand models and possibilities for one's project.
	Clarify one's intention behind the call	Reflect on the way of living and learning in our group / culture	Understand an overview of positive trends for our future, social innovation and sustainable development	Create a map for the entrepreneurial process.
	Understand and experience values and methods for a truly sustainable world	Be inspired through other people's lives, stories and possibilities	Understand key terms and concepts of the journey	Generate different ideas for one's intention
	Create an overview of personal possibilities and future scenarios		Find overview, orientation and see a future path by reflecting upon a map for the journey	
	Understand how a project/venture can grow out of a personal story			



## Crossing the Threshold / Drawing the Map

Arrive	<i>I arrive with project ideas</i>			
Leave	<i>I leave with a rough project plan</i>			
Tasks before	<i>Interviewing friends about my gifts and talents Researching project ideas and target groups</i>			
Tasks after	<i>Writing a profile about myself and my project Prototyping I: Stakeholder analysis and market research.</i>			
Main Intention	I	We	World	Project
	What am I committing to? Who is it helpful to connect to and learn from? Enhancing clarity and confidence.	Building a group culture of solidarity and win-win. Where are there cross-connections between our ideas? Who might be part of my team?	Introducing maps & models for change. Developing a systemic view that connects people, projects, resources and timelines.	Exploring and refining project ideas and creating a rough project plan. Setting my project in a local/regional/global context.
Topics	Leadership	Seeing interconnections	System and field theory	Modelling
	Strengths and weaknesses - physical, emotional, mental, spiritual	Creating action learning sets	Theories of change	Strategies
	My tools of power	Buddy system	Design principles	Consortia
	Building a personal resilience practice			Prototyping
Learning Patterns	Personal resilience tools	Meaningful conversations	Co-operative Consortia	Business Model Canvas
	Theory U - Scharmer	The work that reconnects	Deep Democracy	Backcasting (from scenario)
	Idea generation	Council	The Ethics of Sustainable Thinking	Backcasting from sustainable principles
			Framework for Strategic Sustainable Development	Concept Development

			Feminist economies & economies of care	Dragon Dreaming
			I - we - world model	Integral Theory - Wilber
			Oasis Game	People and Permaculture
			Social Currencies	Prototyping
			Social and Solidarity Economy	Spiral Dynamics
				Social/ Solidarity Finance
<b>Learning outcomes</b>	Clarify and deepen one's commitment for the journey	Strengthen relationships between participants	Know of models and theories of systemic change	Apply the business model canvas to one's project idea
	Deepen one's clarity in the individual field of work	Explore possibilities for co-creation	Connect the gifts of the people with possibilities in the world	Be clear about value proposition and potential target groups of own project
			Understand concepts of Social Entrepreneurship Business Modelling.	Have a clearer long-term vision for the project
				Translate one's project idea into a concept
				Draft/define a prototype and commit to next steps



## Engaging the Circles / Embracing Diversity

<b>Arrive</b>	I arrive with first experiences of my project and a wish for team work.			
<b>Leave</b>	I leave with new tools for collaboration.			
<b>Tasks before</b>	<i>Writing a profile about myself, my team and my project Prototyping 1: Stakeholder analysis and market research.</i>			
<b>Tasks after</b>	<i>Prototyping 2: Working with the team to test our project plan Integrating feedback and accessing resources</i>			
<b>Main Intention</b>	<b>I</b>	<b>We</b>	<b>World</b>	<b>Project</b>
	How can I integrate my inner diversity? Creating empathy for myself and others. How is my personal dream connected to a common/community dream?	Learning social technologies for conflict facilitation, group dynamics and collective wisdom. Facilitating spaces where high and low dreams can emerge and be expressed.	Understanding where we come from: the history and evolution of cultures. Inspiration for overcoming the limitations of power structures. High and low dreams in broader society that influence our projects.	Building a team and clarifying roles, responsibilities and governance. Fostering alliances, and the desire for mutual support. Refining our project plan.
<b>Topics</b>	Bodywork	Rank and power	Stories of empire and colonialism	Governance
	Shadow work	Decision making	Gender awareness	Organisational Models
	Projections	Governance	Class awareness	Work culture
	Roles in groups	World Work	Sensing the future	Vision / Dream
	Spiritual practice	Shared Vision		
<b>Learning Patterns</b>	Leadership Styles	Art of Hosting	Systemic Constellation Work	Holistic Business
	Non Violent Communication	Community Building - Scott Peck	Process Work Framework	Prototyping
	Rank	Conflict Transformation	Transforming enemy images	Business Model Canvas
	Inner team	Cooperation Dynamics	Privilege as Practice	Sociocracy
		Council		Dotmocracy
		Empathy		

		Group Process		
		Open Space		
		Participant Facilitation		
		Pro Action Cafe		
		The Practice of Forum		
		Solid and collective decision making process		
		Support groups - Women's and Men's Circles		
<b>Learning outcomes</b>	Understanding empathy and being able to apply it in difficult communication processes	Basic understanding of group dynamics, roles and rank.	Clarity where we are as humanity in evolution.	Know how & experience about leadership in projects
		Learn about participatory group processes and gain some experience in group facilitation		Have clarity on roles in project teams and good practice for teamwork. governance models for one's project
	Realise their self in a bigger picture	Know about methods for conflict resolution within a team		Reflect on governance models (common and innovative), and apply learning to one's project
	Find practices for personal resilience			Sharpen and specify project design concerning organisational structures and flows



## Daring to Act / Exploring the Landscape

Arrive	<i>I arrive with the wish to see my project in a larger context</i>			
Leave	<i>I leave with an improved project plan</i>			
Tasks before	<i>Prototyping 2: Working with the team to test our project plan Integrating feedback and accessing resources</i>			
Tasks after	<i>Prototyping 3: Implementing our project Noticing resistance, doubts and fears</i>			
Main Intention	I	We	World	Project
	Finding my voice in the world. Developing presentation, facilitation and negotiation skills. Identifying my leadership style.	Working with emerging processes and self-organising structures and roles. Realising a team identity.	Working with local and regional stakeholders. Developing partnerships. Exploring the impact of our project in the world.	Enriching our project by integrating the most innovative local and global solutions. Ensuring the resources needed to implement the project are in place.
Topics	Leadership styles	Self-management	Theory of change	Target group
	Presentation skills	Giving and receiving	Impact and systems change	Business Model
	Facilitation skills (e.g). Open Space, World Cafe etc)	Shared ownership		Validating
	Negotiation skills	Planning	Public Relations	Conceptualising, focussing
			Network mapping	Planning
			5 Dimensions of sustainability	Networking
			Developing indicators	Feasibility Study
Learning Patterns	Leadership styles	Appreciative enquiry	Political influencing	Concept Development
	The Art of pitching	Empathy	Systems Leverage Points	Creating a business plan

		Negotiation skills	Virtuous circles for sustainable consumption and lifestyles	Geo relations and design
		Participants facilitation	Territorial approach	Empowered Fundraising
			5 dimensions of sustainability	Future Scenarios
			Asset Based Community Development	Prototyping
			Soft systems methodology	Double Diamond Design Process
			Working with complexity	Ideation
<b>Learning outcomes</b>	Presentation skills are trained and practically tried out	Self-organising practices are experienced and enrich the work of the group	One's own project as positioned within a global, local and actual context.	Mapping possible project/business partners
	Identify one's leadership style	Strengthen the resilience of the group through mutual planning and support	Connect and enrich the work by mobilising dreams	Show the real impact and help to sharpen the project by using impact modelling
	Broaden negotiation skills			Use scenario planning and backcasting methods
	Support the personal resilience and caretaking of one's resources.			Input on finances and fundraising
				Explore possible stakeholders, political partners and other partnerships
				Clearly write concept development
				Integrate a feasibility study



## Facing the Dark Night / Integrating Shadows

Arrive	<i>I arrive with an experience of our project and noticing fear of failure</i>			
Leave	<i>I leave with renewed resilience and commitment</i>			
Tasks before	<i>Prototyping 3: Implementing our project Noticing resistance, doubts and fears</i>			
Tasks after	<i>Implementing our project more fully Consciously overcoming resistance and blockages</i>			
<b>Main Intention</b>	<b>I</b>	<b>We</b>	<b>World</b>	<b>Project</b>
	Learning from success and failure. Strengthening personal resilience. Letting go of preconceptions. Shadow work.	Inviting deep sharing about what went well and what could have gone better. Silence, not-knowing, vulnerability and healing.	Where do we hit resistance and inertia in the world? Connecting to the resilience of 'business as usual' and to places of devastation.	Refining project design: separating the wheat from the chaff. Letting some aspects go while committing more strongly to others.
<b>Topics</b>	Dealing with failure	Silence and presence	Nature exercises	Sensing evolutionary purpose
	Fear	Despair work	Resistance	Reading the field, seeing the wider system
	Stress and burn-out	Group resilience	Graphs of doom	Discerning the nature of setbacks
	Blocks	Letting go	Change theory	
	Sources for recharging		Stories of crises	
	Connecting to source		Working in complexity	
<b>Learning Patterns</b>	Balancing Mind and Body	Attunement	Constellation Work	Diving into the unknown
	Despair work	Shadow work	Reconnecting to nature	
	Embodying Success	Group Process	System Blindness	
	Learning from Failure		Work that reconnects	
	Nature walks		Reconnecting to society	
	The Practice of Journaling			

<b>Learning outcomes</b>	Insight into one's shadow - integrating its core strength	Feedback loop is made	Reconnecting to the needs of the world	Connecting to the project - and its process - on a deeper layer.
		Integration of learnings and readjustment of group culture.	Knowledge of rhythmic, circular and process development	Re-confirming the intention of the project.
	Personal knowledge of one's own patterns, strengths and weaknesses		Understanding complexity and its consequences	Integration of new aspects into the project - redesign as needed
	Gain deep insight into one's personal and project possibilities			
	Strengthen connection to project, world and self			



## Manifesting the New / Opening to the Unexpected

Arrive	I arrive sensing new opportunities			
Leave	I leave with unexpected tools and support to enhance our project			
Tasks before	Implementing our project more fully Consciously overcoming resistance and blockages			
Tasks after	Taking our project into new arenas Maximising benefit from synergies with other projects			
Main Intention	I	We	World	Project
	Opening up to deeper wisdom and miracles. Autonomy and collaboration, passion and responsibility. Marrying my work to my intimate relationships and to my sense of inspiration.	What is wanting to emerge? Deepening collaboration, feedback and collective wisdom. Making visible and framing what is manifesting through us.	Raising our profile in the world. Getting feedback and support from experts identified by their innovative talents, creations and visions.	Harnessing the tools, know-how and wisdom to create a clear path for the broader implementation and roll out of the project.
Topics	Defining success	Emergence	Pitching to experts	PR and Marketing
	True wealth	Feedback skills	Reality check	Branding
	Resilience practice	Collective wisdom		PR Materials (fliers etc)
	Reading the signs			Homepage
	Shining your light			Budgeting
Learning Patterns	The laws of manifestation	Collective Wisdom	Presenting your project	Crowdfunding
	Money Game	Co-working space	Pecha Kucha	Social franchising
	Cultivating a Healthy Balance	Feedback skills		Finances (Money & Resources)
				Project management
				Working with what blocks your project
Learning outcomes	take clear decisions about direction	New collaborations are made	Project is pitched to experts	PR & Marketing strategy is developed

	Personal resilience practice is designed	Experience in Co-Creation	getting feedback from different stakeholders	Website and social media planning
	Deepened clarity about the personal path			Financial flows are clarified
				Clarify roles and project development
				Sharpen and finish impact model
				Set up project management
				Input on contracting and legal frame



## Maturing on the Path / Gathering the Harvest

<b>Arrive</b>	<b>I arrive with the richness of manifesting innovation</b>			
<b>Leave</b>	<b>I leave prepared to creatively share my experience</b>			
<b>Tasks before</b>	<b>Taking our project into new arenas Maximising benefit from synergies with other projects</b>			
<b>Tasks after</b>	<b>Preparing and refining public presentations Creating relevant materials for distribution</b>			
<b>Main Intention</b>	<b>I</b>	<b>We</b>	<b>World</b>	<b>Project</b>
	<b>Reflect on the journey so far. Where did I start? Where have I come to? Artistic expression. Space for what is still needed</b>	<b>Integration, forgiveness and reconciliation. Space for what is still needed.</b>	<b>Seeing and expressing the beauty of how this project supports local/regional/global resilience. Space for what is still needed.</b>	<b>Evaluating outcomes and measuring progress. Designing presentation and PR materials. Space for what is still needed.</b>
<b>Topics</b>	Artistic expression	Artistic expression	Artistic expression	Assessment
	Reflective practice	Integration		Monitoring and evaluation
	Forgiveness	Monitoring and evaluation		
	Distilling essence	Event planning		
<b>Learning Patterns</b>	Forgiveness practice	Art of Harvesting	Feminist economy/economies of care	Whole Measures
	Journaling practice		The Commons	
	Avoiding Burnout		Social Market	
<b>Learning outcomes</b>	Open individual and collective themes are identified and input on them is generated	Open individual and collective themes are identified and input on them is generated	Open individual and collective themes are identified and input on them is generated	Open individual & collective themes are identified and input on them is generated
	Deep harvest on the process so far is done.	Deep harvest on the process so far is done.	Deep harvest on the process so far is done.	Deep harvest on the process so far is done.
	Open questions are answered	Open questions are answered	Open questions are answered	Open questions are answered
	Know about harvesting methods	Know about harvesting methods	Know about harvesting methods	Know about harvesting methods



## Sharing the Gift / Celebrating with Beauty

<b>Arrive</b>	<b>I arrive with a matured project to present and celebrate</b>			
<b>Leave</b>	<b>I leave with new connections and inspiration</b>			
<b>tasks before</b>	<b>Preparing and refining public presentations</b> <b>Creating relevant materials for distribution</b>			
<b>tasks after</b>	<b>Activation of new networks and alliances</b> <b>Project evolution and succession planning</b>			
<b>Main Intention</b>	<b>I</b>	<b>We</b>	<b>World</b>	<b>Project</b>
	<b>Sharing the story of my Evoneers' Journey and celebrating.</b> <b>Self-acknowledgement and appreciation.</b>	<b>Co-hosting a celebratory event with online and offline spin-offs.</b> <b>Reflection and acknowledgement of everyone's contribution.</b>	<b>Opening up to broader circles.</b> <b>Meeting existing and potential partners and networks. Inviting friends &amp; family.</b>	<b>Online and offline public presentations. Presenting vision, outcomes and future intentions to broader society.</b>
<b>Topics</b>	Presentation skills	Event hosting	Exhibition	Launching
	Blessing		Outreach	Scaling up
	Appreciative inquiry			
<b>Learning Patterns</b>	Appreciative Inquiry	Organic Project Development	Reconnecting to society	Presenting your project
		Art of Hosting	Celebration	The art of Pitching
		World Café		
		Art of Harvesting		
<b>Learning outcomes</b>	Presentation skills are experienced	Experience of practical co-creation of an event	Potential Funders, Target group or partners are met	Marketing know-how through learning by doing
	Presentation Methods are trained	Learning of Event-Hosting		Feedback from public
		Learning of Event preparation		Project is clarified
				Develop printed and online marketing materials



## Coming Home / Listening to the Future

<b>Arrive</b>	I arrive ready to rest and reflect.			
<b>Leave</b>	I leave with a sense of completion ... and hearing the whisper of the new			
<b>Tasks before</b>	Activation of new networks and alliances Project evolution and succession planning			
<b>Tasks after</b>	Opening to the next cycle of the journey			
<b>Main Intention</b>	<b>I</b>	<b>We</b>	<b>World</b>	<b>Project</b>
	Coming home to myself. Resting and integrating. Sensing the whisper of the future.	Closure for the group. Setting up a support system for the future. What are the larger networks we are also part of?	Understanding our place within the big picture. Reimagining a positive vision for our future. Opening to a new cycle of dreams at the next level.	Consolidation of project, sensing what wants to happen next and clarifying further strategy and next steps
<b>Topics</b>	Wellness and Recuperation	Closure	Vision work	
		Support systems	The Call	
		Belonging		
<b>Learning Patterns</b>	Embodying success	Support Systems	Future Scenarios	Backcasting
	Journalling	Council		Future of my successful project
	Presencing	Meaningful conversations		
	Vision quest			
	Personal Development Plan			
<b>Learning outcomes/ Particip. will be able to</b>	Harvest of personal learning experience	Peer groups are installed - self-organising is strengthened	The personal and project process is understood in a bigger picture	Future planning
	Looking into the personal future and clarifying the next steps	Harvest of the group learning	Find more resources and connections with other practitioners networks	Harvest of the project learning

