

Cleaned Chat from Wizards Behind the Curtain April 21st, 2020 Online Session

- Nancy White : <https://docs.google.com/document/d/1zmVzwLFZzBNhs9KEBJp1L9uI0JR4lwMQbbpIJ3IOibY/edit>
- Nancy White : Video https://drive.google.com/file/d/1we87EjkRM2N-NaFM3_rfJtPRbvmbWDPZ/view?pli=1 about 5 minutes in [
- Stefan Morales, Victoria, BC (he, his) :
https://docs.google.com/presentation/d/1PagwbmPs9zzMZ0zEUKhLSX5_2d_v9zgtNp7HosK6Hyk/edit?usp=sharing
- Nancy White : Actually 2 minutes in to that video https://drive.google.com/file/d/1we87EjkRM2N-NaFM3_rfJtPRbvmbWDPZ/view?pli=1
- Nancy White : shows the host view of breakout groups
- Nancy White :
<https://docs.google.com/document/d/1zmVzwLFZzBNhs9KEBJp1L9uI0JR4lwMQbbpIJ3IOibY/edit#>
- Nancy White : Welcome folks!!!
- Nancy White : Feel free to rename yourself (three little dots on the upper right of your photo)
- Nancy White : You can add an emoticon
<https://docs.google.com/document/d/1zmVzwLFZzBNhs9KEBJp1L9uI0JR4lwMQbbpIJ3IOibY/edit#>
- *Michelle Laurie, tech host :
https://docs.google.com/presentation/d/1PagwbmPs9zzMZ0zEUKhLSX5_2d_v9zgtNp7HosK6Hyk/edit?usp=sharing
- Stefan Morales, Victoria, BC (he, his) :
<https://docs.google.com/document/d/1zmVzwLFZzBNhs9KEBJp1L9uI0JR4lwMQbbpIJ3IOibY/edit#>
- ***SLIDE DECK!*****
https://docs.google.com/presentation/d/1PagwbmPs9zzMZ0zEUKhLSX5_2d_v9zgtNp7HosK6Hyk/edit?usp=sharing
- Robin | Metro Atlanta, USA : Idea ... Could you use the "closed caption" screen to post facilitation instructions, rather than chat? And then you could let chat be chat. (I've thought of doing that w/ clients, assuming they don't need closed captioning for real. I've not seen it done that way, though.)
- Tanzin Bhuiyan : Will you explain what you mean by fishbowl?
- Nancy White : DeJargonize us, baby!
- Robin | Metro Atlanta, USA : More on the idea about using closed captioning for facilitation instructions ... it's so that the instructions "stay put" rather than the facilitator having to re-enter instructions in the ever-moving chat thread.
- *Michelle Laurie, tech host : ***SLIDE DECK!*****
https://docs.google.com/presentation/d/1PagwbmPs9zzMZ0zEUKhLSX5_2d_v9zgtNp7HosK6Hyk/edit?usp=sharing
- Nancy White : Welcome folks just arriving
- Nancy White : ***SLIDE DECK!*****
https://docs.google.com/presentation/d/1PagwbmPs9zzMZ0zEUKhLSX5_2d_v9zgtNp7HosK6Hyk/edit?usp=sharing
- Nancy White : HEARD: Muting
- SEEN : Toggle video appropriately
- RESPECTED: Digital compassion towards one another while all the virtual moving parts are ...well... moving. Be gentle, humorous and enjoy the hiccups
- Joanne de Vries : Where do I find the slides?
- : ***SLIDE DECK!*****
https://docs.google.com/presentation/d/1PagwbmPs9zzMZ0zEUKhLSX5_2d_v9zgtNp7HosK6Hyk/edit?usp=sharing
- Nancy White : Reciprocity <http://www.liberatingstructures.com> Plunk!

- Nancy White : LS Slack Community https://join.slack.com/t/liberatingstructures/shared_invite/zt-9oo5bleq-MXbN~HbHIAEG4SrBkYU~ng
- Nancy White : plunk!
- Robin | Metro Atlanta, USA : LS Slack community is super!!
- Nancy White : =====
- Nancy White : SLIDE 3
- Nancy White : SLIDE 4 - UX Fishbowl
- Jonathan Sibley : Is there a best practice around not sharing the slides in zoom?
- Nancy White : Jonathan - I'll take a crack at that once we start the Fishbowl - it relates to giving agency to people. Sometimes you want to screen share for more control.
- Sarah 🌸 Chicago : If you hide non-video people, you can see all the videos in one screen... but then can't see who else is there!
- Nancy White : And I don't think there are BEST practices, but contextually useful practices!
- Peggy Campbell : where are the slides?
- *Michelle Laurie, tech host : ***SLIDE DECK!****
https://docs.google.com/presentation/d/1PagwbmPs9zzMZ0zEUKhLSX5_2d_v9zgtNp7HosK6Hyk/edit?usp=sharing
- *Michelle Laurie, tech host : Great tip from Sarah from Chicago
- *Michelle Laurie, tech host : ***SLIDE DECK!****
https://docs.google.com/presentation/d/1PagwbmPs9zzMZ0zEUKhLSX5_2d_v9zgtNp7HosK6Hyk/edit?usp=sharing
- *Michelle Laurie, tech host : If you hide non-video people, you can see all the videos in one screen... but then can't see who else is there!
- Nancy White : Oh my, noisy grandgirls in background. Be forewarned. Grampa took off on a walk and left them w/ me! LOL
- Jonathan Sibley : is there room for another fish?
- Nancy White : I think so. Stefan?
- *Michelle Laurie, tech host : Yes
- Nancy White : I like fish friends
- Dianne Dickerson, Integrated Work, Seattle : I can join if you like, I have a start by my name :)
- *Michelle Laurie, tech host : Breathing!
- *Michelle Laurie, tech host : Different styles of facilitators / moderators, different amounts of air time.
- *Michelle Laurie, tech host : Tip: give people a visual tool to collaborate on.
- *Michelle Laurie, tech host : Give 'just enough' structure to enable participation.
- Nancy White : IRC - Internet Relay Chat
- Nancy White : video fatigue
- *Michelle Laurie, tech host : Fatigue with visually interacting.
- Nancy White : blend synch and asyn
- Joanne de Vries : what is synch?
- Nancy White : Tool innovation.
- *Michelle Laurie, tech host : Synch - at the same time. Like this.
- 🌟 Stefan Morales, Victoria, BC (he, his) : synchronous
- Nancy White : Synchronous. Like this moment @Joanne
- Nancy White : Offline names being used in online space and all the variations (open chair)
- *Jonathan Sibley : synchronous - communicating at the same time vs email for example
- *Michelle Laurie, tech host : Conversation cafe!
- Nancy White : Conversation Cafes - and some do/some don't reflect the offline structure.
- *Michelle Laurie, tech host : Working in pairs.

- Nancy White : Roles - tech, interaction, chat
- *Michelle Laurie, tech host : Today I can manage the chat and tech :-)
- *Michelle Laurie, tech host : Stefan is managing the content. We divided the roles. Interesting people are jumping in which is a really nice change.
- *Michelle Laurie, tech host : Note - for groups - we should assign roles more clearly.
- *Michelle Laurie, tech host : Waiting room enabled - so people coming early could talk and let specific people in.
- louis-seattle : Hey does anybody know how to share the zoom controls during zoom...like now?
- *Michelle Laurie, tech host : As co-host / host - security button appears as regular participant. You have power to enable the waiting room and let people in
- Nikki Wilson : Could you just make someone Co host to coach them on hosting skills?
- *Michelle Laurie, tech host : Yes Nikki.
- *Michelle Laurie, tech host : Are you thinking right now?
- *Michelle Laurie, tech host : Embrace the funny in the online.
- Robin | Metro Atlanta, USA : To allow people to select breakouts, one thing you can do is to give people a "legend" of icons and put their selected icon (i.e., chosen breakout group) in their name (i.e., rename themselves to include the icon). Then the host will know who wants to go where.
- Nikki Wilson : No - just a suggestion. In a small coaching call. I thought it would work but wasn't sure.
- *Michelle Laurie, tech host : So far its only the breakouts that I couldn't share to co-hosts.
- *Michelle Laurie, tech host : Robin - great idea - also pre-work important.
- *Jonathan Sibley : nice suggestion @Robin
- *Michelle Laurie, tech host : Bill's comment - who is the leader? Harder to see in this env.
- Nancy White : Text back channel
- Nancy White : I've been using WhatsApp for that
- *Michelle Laurie, tech host : Coordination - 900 person call - team had a text chain outside of the zoom room.
- Robin | Metro Atlanta, USA : About the idea ... Maggie Chumbley has demonstrated it in her "Fridays with Maggie." I can't take credit. =) It works wonderfully well!
- Bill Aal Spokane : What's app or slack channels are good for that
- *Michelle Laurie, tech host : Security protocols - internally - helpful. Outside of the chat.
- 🌟 Stefan Morales, Victoria, BC (he, his) : +=====+
- What questions, if answered or explored, would help you make progress with tech hosting and virtual facilitation?
- TYPE INTO CHAT, BUT DON'T HIT "RETURN" UNTIL WE SAY SO!
- +=====+
- Nancy White : AND BREATHE IN THE MEAN TIME
- *Michelle Laurie, tech host : "chatter fall" will take place shortly. Don't hit return yet....
- Nikki Wilson : How have you found "safe spaces" to play around with the different tools and functions?
- 😊 Trina Walker, Pittsburgh PA : If I'm presenting and someone else is the tech person, should they be the host and I be the co-host?
- Rachel 🐱 Fargo : How can we harvest many ideas on a shared visual?
- Tanzin Bhuiyan (She/Her) - Seattle WA : How do you manage for mobile or tablet views as a technical host? since the features/views can be different.
- Robin | Metro Atlanta, USA : What's the most succinct way to stay up-to-speed with the rapid Zoom changes/updates to know what's new, hopefully all in one place? Zoom is making nice changes; I'd prefer to know those ahead of time if possible, so that I can use them in the call, rather than simply stumble on them or not know the changes exist.
- Goncalo Valverde - Lisbon, Portugal : I think that visual facilitation helps a lot in meetings. And I'm struggling on how to introduce it in a good way in remote meetings. What are your thoughts on that?
- Krista in Minneapolis : Can we share video with sound using share screen?

- Nikki Wilson : Also does anyone have a crib sheet to share on how to introduce people on different devices eg Mac / Android
 - Alwin | Rome 🤔 : Can participants change breakout rooms midway, e.g. for Open Space Tech?
 - Ruth Picker, Vienna, Austria : What do you need to do to be able to use a second screen?
 - Pamela in Seattle : Is there a recommended time for when to take a group break? If so, for how long?
 - louis-seattle : how do you balance tool complexity vs what people can handle? e.g. mural?
 - Nancy White : <https://ls.qiqochat.com/events>
 - Bill Aal Spokane : Voltagecontrolroom.com
 - Bill Aal Spokane : voltagecontrolroom.com
 - Nikki Wilson : Tried that once - didn't find the right adventurers - maybe found them here!
 - *Michelle Laurie, tech host : Today's purpose and last activity is to find people to play with together.
 - Nikki Wilson : Seen a great use of ashread screen where someone had created a sheet that looked like post t notes, shared the screen and we added our ideas on there for doing Open Space.
 - Bill Aal Spokane : <https://ifvp.org/>
 - Bill Aal Spokane : <https://inclusion.com/>
 - louis-seattle : or zoom...not allowed!
 - Robin | Metro Atlanta, USA : You CAN save the annotate screen, and if you want to see it later, you can share the screen (the saved item).
 - Rachel 🐱 Fargo : Robin, How?
 - Robin | Metro Atlanta, USA : When the annotation is on or whiteboard being shared, click on options (or whatever it says ... I can't see it at the moment), and the annotation bar will come up. The far-right option is "save." When you save, it'll give you a link to click on the saved item.
 - louis-seattle : video share is unstable from my experience, but getting better
 - Matt DiBerardino | Central PA : What was that quote? "There are no best practices..."
 - Matt DiBerardino | Central PA : what was the rest?
 - *Michelle Laurie, tech host : Useful practices
 - *Michelle Laurie, tech host : :-)
 - *Michelle Laurie, tech host : There isn't one answer.
 - Robin | Metro Atlanta, USA : There are not best practices, but useful practices for the context.
 - Nancy White : @Nikki - join the LS Slack community. You will find your people
 - Matt DiBerardino | Central PA : thanks!
 - Nancy White : There are no BEST Practices. There are Contextually based USEFUL practices!!!
-
- Nancy White : Re post it comment: have done that a lot in GOogle Slides
 - Nancy White : Do you want to stop the recording too
 - Nancy White : ?
 - ✨ Stefan Morales, Victoria, BC (he, his) : +=====+
 - My first step in deepening my tech hosting and facilitation practice online is...
-
- What's a 15% Solution to making this real ... to advancing my practice online?
 - +=====+
 - *Michelle Laurie, tech host : ***SLIDE DECK!*****
https://docs.google.com/presentation/d/1PagwbmPs9zzMZ0zEUKhLSX5_2d_v9zgtNp7HosK6Hyk/edit?usp=sharing
 - Nancy White : 15% Solutions: A 15% Solution is something you can do right away without needing any more freedom, resources, permission, authority, or control.

Where you have discretion and freedom to act right now. (think 80/20... Pareto Principle!)

- Robin | Metro Atlanta, USA : 15% as related to ZOOM or 15% generally about anything we have on our mind?
- Nancy White : NO, see slide 10 -- prompt is there
- Nancy White : Oops, 11
- Nancy White : My first step in deepening my tech hosting and facilitation practice online is...
- What's a 15% Solution to making this real ... to advancing my practice online?
- Nancy White : :-)
- Robin | Metro Atlanta, USA to Nancy White (Privately) : I am on slide 10 and don't see the prompt. Oh ... slide 11. Thanks.
- +=====+
- My first step in deepening my tech hosting and facilitation practice online is...
- What's a 15% Solution to making this real ... to advancing my practice online?
- +=====+
- Nancy White : It takes a village to run a zoom meeting!
- *Jonathan Sibley : you could record the main room if you wanted to, right?
- Matt DiBerardino | Central PA : unfortunately need to step away. thanks everyone for the good information!
- Ruth Picker, Vienna, Austria : can hosts join break out rooms?
- Nancy White : The main host can go in and out of breakout rooms. Co hosts can as well.
- Nancy White : With a little hack. You have to put them all in one room first.
- Nikki Wilson : Would love to know Nancy's workaround on how to keep some people on auto assign breakouts...
- Nikki Wilson : Great, thanks Nancy
- +=====+
- Share in pairs and ask for help refining your 15% Solution.
- Ask partners to lovingly provoke your thinking. :)
- +=====+
- Robin | Metro Atlanta, USA : Idea ... Another useful practice to know who has to step away is to use the "clock" in the participant options, which signals away. Then you can see that in the participant list and know who has to step away and not include them in breakouts.
- Nancy White : Clearly @Robin you have been building up your Zoom chops
- *Jonathan Sibley : This is great, btw!
- Nancy White : This is where I'd love to SHOW this process vs TELL. Argh
- Nancy White : Love the cattail
- Nancy White : Heuristics: Keep learning - go to these events . Keep doing: dress rehearsals for events (don't just plan, run through it). In pairs, try the rename and put in rooms. Help another person learn. Take turns. Screen captures to show what host sees. Nothing like doing it.
- Nancy White : Watch recordings of past events. "Watch the Game Film"
- Nancy White : Do some smaller events to try more challenging practices
- Nancy White : Friends let friends experiment with Zoom!
- 🌟 Stefan Morales, Victoria, BC (he, his) : +=====+
- We strongly encourage a consultant to keep time for the client!
- 1min - Client describes their 15% solution/challenge
- 2min - Consultants ask clarifying Qs (no discussions or feedback!)
- 5min - Client turns away + listens while consultants talk about suggestions, etc.
- 1min - Client follows-up
- Repeat for each person (X3)

- +=====+
 - Nancy White : You can leave me out too, if you want.
 - Nancy White : DO TURN YOUR CHAIR. It is pretty cool
 - Nancy White : 21 minutes, 7 minute rounds
 - Nancy White : <https://ls.qiqochat.com/events>
 - Nancy White : https://docs.google.com/document/d/1NyrEU7n6IUI5rgGiflx_dK8CrdoB2bwyyI9XG-H7iw8/edit
 - Nancy White : <https://groups.io/g/f4c-response>
 - Nancy White : A Human Workplace
 - Nancy White : <https://www.makeworkmorehuman.com/>
 - Tanzin Bhuiyan (She/Her) - Seattle WA : <https://www.makeworkmorehuman.com/gatherings>
 - Nancy White : Tanzin: Convert a building resilience from F2F to online, high performance workplace module. All aspects . Use 1-2-4-all about resilience rituals
 - Nancy White : Harvest Post it Example: https://docs.google.com/presentation/d/1XF9MKMtpk9YC2_uLOd-tn0oI1AFUBmpBeoMpqC_dUEM/edit#slide=id.p
 - Nancy White : https://docs.google.com/presentation/d/1PLDZ7y63oac7huxqczkee-dTtyBG4n4-3uoiBI-Wtvo/edit#slide=id.g81a94c1108_0_71
 - Nancy White : There are urls for you here
 - Nancy White : Fisher and Anna's ecocycle session
 - Nancy White : And clarity on purpose
 - Nancy White : commitment to introducing one practice in their life - so need to see what the options are.
 - Tanzin Bhuiyan (She/Her) - Seattle WA : https://docs.google.com/presentation/d/1PLDZ7y63oac7huxqczkee-dTtyBG4n4-3uoiBI-Wtvo/edit#slide=id.g81a94c1108_0_71
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- Nancy White : https://docs.google.com/presentation/d/1fEkN0hRaXwv2V9KdIHB12O5HRNLgfaExlb_bdoEhJtk/edit#slide=id.p
 - Tanzin Bhuiyan (She/Her) - Seattle WA : <https://www.eventbrite.com/e/liberating-structures-slowdown-registration-100976972844>
 - Nancy White : I think you can count on one room not working as planned and someone may not be happy.
 - Bill Aal Spokane : Keeping roles clear is imp!
 - Jonathan in NYC : I'm going to have to leave. So sorry! This was fantastic and I look forward to more, I hope
 - Nancy White : Troika - have a sub who can "float" in
 - Nancy White : Bye Jonathan
 - Robin | Metro Atlanta, USA : Great idea to have a floater. "Note to self ... add that to other roles needed in a meeting.
 - *Michelle Laurie, tech host : So great - thanks for everyone's willingness to play.
 - +=====+
 - In private chat, connect to the ppl you want to practice with in the future.
 - Feel free to post any invitations in the chat to 'everyone' as well
 - And.... SAVE CHAT ;)
 - +=====+
 - Nancy White : Thanks, Michelle and Stefan!
 - *Michelle Laurie, tech host : We have another session on Friday if anyone wants to talk again. There will be different people in the 'bowl' and likely around the bowl as well.
 - Nikki Wilson : Keen to do some tech hosting - anyone need someone to help let me know. I'm getting the theory - need to practice!
 - Barb Bickford, Minnesota, USA : Thank you everyone, and especially Stefan and Michelle!
 - *Michelle Laurie, tech host : Perhaps share your email and I can collect at the end.

- Sarah Chicago : Will you send out the fishbowl recording?
- Robin | Metro Atlanta, USA : <https://www.linkedin.com/in/robin-muretisch/>
- Andrew Murphy : Thank you!
- Bill Aal Spokane : I want to explore how to practice and emergence practices on line! Anyone who wants to play can waal@toolsforchange.org
- Michelle Laurie, tech host : I will if you leave your email - send recording or linked in post.
- Milla McLachlan Oregon City : Thank you - great session
- Tanzin Bhuiyan (She/Her) - Seattle WA : Thank you!!!
- Barb Bickford, Minnesota, USA : Barb Bickford bickfordcollaboration@gmail.com
- Bill Aal Spokane : [linkedin.com\billaal](https://www.linkedin.com/in/billaal)
- Christine Haskell : <https://www.linkedin.com/in/christinehaskell>
- Stefan Morales, Victoria, BC (he, his) : <https://www.linkedin.com/in/stefan-morales-a336ab10/>
- Dianne Dickerson, Integrated Work, Seattle : Thanks to Michelle & Stephan - this was so helpful! Thanks to Nancy for inviting me!
- Michelle Laurie, tech host : michelle.k.laurie@gmail.com and also on linked in somewhere.
- Nikki Wilson : [linkedin.com/in/nicolawilson2](https://www.linkedin.com/in/nicolawilson2)
- Robin | Metro Atlanta, USA : Thanks, everyone, and especially Stefan, Michelle, and fish!
- Joanne de Vries : Learned lots... thanks!
- Joel Silberman (Boston) : <https://www.linkedin.com/in/jcsilberman/>
- Krista Pearson : <https://www.linkedin.com/in/krista-pearson-65060310/>
- Tanzin Bhuiyan (She/Her) - Seattle WA : <https://www.linkedin.com/in/tanzinb/>

Dianne Dickerson, Integrated Work, Seattle : d2@diannedickerson.com

- Alwin | Rome : <https://www.linkedin.com/in/alwinmacalalad/>
- alwin.macalalad@gmail.com
- let's connect! :)
- Thanks so much!!!
- Nancy White : YYou can do a search/replace in MS word using wildcards
- Bill Aal Spokane : <https://www.linkedin.com/in/williamaal/>
- Robin | Metro Atlanta, USA : John Smith from learningalliances.net
- Joel Silberman (Boston) : Thanks very much! Bye :-)
- Ruth Picker, Vienna, Austria : Office@ruthpicker.at It was a pleasure! "I'll be back!" ;)
- Bill Aal Spokane : John Smith [learning alliance.net](http://learningalliance.net)
- Trina Walker, Pittsburgh PA : www.linkedin.com/in/trina-leigh-walker
- Nancy White : I can clean up the chat
- 🙋 Simone Staiger, Colombia, KM&Ag&Dev : Have to leave, thanks!!!
- Nancy White : John Smith at <http://www.learningalliances.net>