

Like Spinning Plates: a Map of Facilitating 'Clean Language'

Introduction

- Ⓢ This map of facilitation is inferred from observations of 'Clean' practice, synthesised with the TOTE model (Miller et al 1960 – see separate handout).
- Ⓢ It offers one perspective on facilitation - the map is not the territory.
- Ⓢ I'm interested in comparing patterns of facilitation in 'Clean' with other forms of practice; the wider frame is research into transformative adult learning, in settings that include coaching and higher education.

Materials

- Ⓢ A diagram showing how the TOTES may be organised.
- Ⓢ A summary table of the TOTES.
- Ⓢ A handout about the TOTE model.
- Ⓢ Also available (on request) - a mind map, with sub-branches that show further detail within the main TOTES.

Why the TOTE?

- Ⓢ Shifts the focus from the detail of using 'Clean' to the pattern of goals and criteria.
- Ⓢ An alternative to maps of facilitation such as GROW, or Heron's 'Dimensions of Facilitator Style'.
- Ⓢ Based on cybernetic thinking.

How the TOTES are organised

- Ⓢ The TOTE conceives of facilitation as a set of goal-orientated feedback loops (see diagram).
- Ⓢ There is a movement from outer (contextual) to inner (outcome-focused) and back.
- Ⓢ There is some progression or sequencing but it is not a step-by-step procedure. There was evidence from observation of iterating, backtracking and switching according to issues that arose.
- Ⓢ At any time one or more TOTES are in the foreground, others in the background.
- Ⓢ The TOTES are probably held and processed mainly outside the facilitator's conscious awareness.

Questions

- Ⓢ Is this map recognisable to you as a facilitator of 'Clean'?
- Ⓢ How helpful is it?
- Ⓢ How would you improve it?
- Ⓢ How could you use it?

I welcome responses to these questions after the conference as well. My contact details are:

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