



The Curriculum Lab

~ with Joanna Lindenbaum ~

Create signature coursework, exercises, and content that allow your programs, products and events (online or off!) to be as powerful as working with you!

Online Facilitation Skills Training

0:20

Well welcome

0:41

give everyone a moment to get here.

1:14

All right,

1:16

we'll get started. I'm so glad to be here. This is our last call for the lab. Oh my gosh, how did we get to the last call, we're gonna be looking at a lot of different pieces. Today, I'm really excited to cover what we're going to cover we're going to, we're going to kind of look at I mean, it's sometimes hard to, to delineate between curriculum and facilitation, because there's so much crossover, obviously, but we're going to kind of move, we've looked at a number of facilitation pieces, we're going to move a little bit more into looking at facilitation today. We'll also have

time for questions at the end, and just getting whatever needs met that you need to get at. Before we jump in a couple of housekeeping pieces that I wanted to mention. The first is a reminder that the Facebook group is open through Friday. And then even once it's closed, we're not deleting the Facebook group completely, you can still have access to it, it'll be archived. So you still have access to take a look at any of the posts and the comments and the resources. But after a Friday evening, it'll be closed for further posts or comments. What that means is that if you are wanting to, for me to take a look at your curriculum, this is the week to do it. This is the week to do it. So I know, it's been so great. You know, there have been a lot of you that have submitted and I see a lot more starting to, to submit over the last couple of days, wherever you're at with your curriculum, like don't worry, this is too rough or it's not finished. Or I want to show Joanna like a perfect version or you know, I got stuck and I have to get over the hump of being stuck stuck before sharing it. Just throw all of those ideas out the window. And what I want to offer to you instead is submit what you've got, as a way of helping you get over the next or moving forward are flowing forward. Don't, don't wait for it to be more perfected or more ready. It part of the flow for you part of you being in flow might be to just submit it and get some feedback, get some validation, get some ideas for moving forward, and then you can continue moving forward. Right, so So please, that is there for you. My one request is if you're going to submit please submit, you know, by Thursday evening or early early Friday morning at the latest so that I have the time to get to it. By the time we close the group on Friday. If you've already submitted, you can submit again you can if you took the reflections and the feedback and the tosses and the ideas, and you've worked more on it and you're You know what I want another look, I want Joanna to take a look again, please like that is there for you as well. So that's that piece. The other piece that I wanted to remind everybody of is that you have the recordings for this program for life, they don't go away at the end of this week. So long as I have a member center, you have access to the recordings, to the worksheets to the all of the materials, they're there for you. So you can go back to them as much as you need to they are there for you. The last piece that I wanted to remind you of housekeeping wise, it's been so awesome. So many of you have reached out about sacred depths. And about the special pricing that I shared with you four sacred depths on top of the early early bird pricing that ends this Friday, because you're a participant in sacred depths, you get an additional \$300 off the program. If you register by Friday, I'm gonna just drop the the link in the chat again, and the extra \$300. If you just type in the code deeper, you'll get that off of the pay in full

price or off of the payment plan. If you've been thinking about it, you're like, Oh, this is really calling to me. But I don't know, I encourage you to set up a call with Kaitlyn or invol. To discuss it. We are not aggressive. Our sales conversations are trauma informed. And our intention is not for you to sign up. If it's not aligned for you, our intention for those conversations is to hold space for you to find the right decision inside of yourself.

7:18

I would

7:19

I think I mean, many of you have already been through sacred depths. So you you know the power of the program. For those of you that haven't. It's special it is it is really I can say with just so much confidence. It's not only a work changing journey, it's a life changing journey. And I'd be honored to have you in that. Okay, any logistics questions before we jump into our content for today? Any logistics or housekeeping questions? No.

8:10

going once going twice.

8:11

I have one. Yeah. In the last class with you and you it was the alchemy, um, thing that we did, and you had gone over some you had some PowerPoints, some things that you were sharing with us. And you should you said it would be available if we wanted to look at it. Remember that?

8:36

It's in the member center? Yeah, if you? Yeah, there's a resource sheet there that has exactly what we looked at last week. So I basically shared just so y'all know, I basically shared with all of you one of my curriculum, which I didn't mention this last week, I shared it with you so that we could learn more and embody and integrate everything we've been learning about curriculum, and, and transformational exercises, you know, like all for your learning. But this is the piece I didn't share. That curriculum is a gift to all of you, you know, separate from the curriculum that you're creating, if you want to take pieces of that actual curriculum that I shared with you that example if that's relevant to your work and your ideal client. It's my gift to you to use it in your workshops, or however you want to as well. So that's just a little side bonus. But guy, you've got the whole thing there. In the resource center,

9:37

that is wonderful. Johanna I mean, Joanna, not Johanna? No, that's really, really generous of you because there were some really crucial things in that sharing last week, so I really appreciate that. Thank you.

9:52

Yeah, you're so welcome. For those of you that haven't yet. listened, if you were weren't able to make it live to our call last week and you haven't listened to the recording, I highly recommend it, I went step by step through an example, curriculum that just, not only did we go deeper into principles for curriculum development and exercise development, but it really kind of brought everything that we've been learning together. I've heard from so many of you how it just like, it kind of crystallized things even more. Brenda, I see you put in the chat, that curriculum lab isn't on your dashboard anymore. I'll ask the team about that. I don't, I don't know what happened there. But we'll definitely get that

10:40

set for you. Okay,

10:47

so

10:48

what we're gonna look at for the bulk of our time together today, as I said, there's so many facilitation pieces that we could cover, some so much of it has to do with your coaching and transformational skills. But I did want today to cover some principles, some of the most important principles for you to be thinking about, that really make not only online groups, it's funny. The first time I taught this particular class today, today's session, it was many years ago, when most things were in person. And there's a couple things online. So it was like a special bonus looking at online facilitation. Now most things are online, and fewer things are in person. But anyway, the things that we're going to be looking at today aren't some facilitation pieces, and kind of general pieces that will make your groups online or in person even more robust, even more powerful, and empowering and even more successful. I've kind of cherry picked some of my most favorite things. So first thing that I want us to take a look at, we've already looked at this a little bit, but we're gonna go much deeper right now is always set the container and bring your participants into the container. Always set the container for your groups, and bring your participants into the container. Okay, so first, let me explain what this means. We've already looked at this, like I said, a bit, your container. When you think about group programs, well, I always use this metaphor, some of you have heard it before, I may have already shared it here. It's like a glass of water. So the water inside is your content is everything you've kind of gotten the program. And the glass is the container for your program. In order to create transformation, right, we want to like swirl we want to add our magic and our content like

everything right, and then the water is changing. But it wouldn't be able to swirl and transform, and the people wouldn't be able to swirl and transform if the water wasn't being held by the glass. The glass is the container and it needs to be tight and solid, because if it had leaks in it, the water the people, right, the transformation would leak out it was just plop on the floor, we need the container. So without the container, there's often misaligned expectations there is often lack of vulnerability, there is often a lot of confusion, there is often a lot of resistance and not investment. When I say investment, I don't mean dollars. They've already invested their dollars but like energetic investment into the group and the program that you're leading. So we've already looked in steps one, two, and three, you know those steps of the hero's journey that come before your thought leadership and your steps. Steps one, two, and three are crucial pieces to setting the container in your program. The again, just as a reminder, step one is remind your hero why they're there and inspire them. Step two is help your hero locate where they are on the journey. And then step three He is addressing resistance, right? So those three steps are crucial to setting the container. And I want to share a couple of other pieces, there's so many, I want to share a couple of other pieces that are really important to setting and bringing people into the container. So another piece you want to think about, we touched on this a little bit I want to go a little bit deeper is, how are you actually starting your retreat? Or your group program or your workshop? Like literally, what is the first thing that happens in it? Before you remind folks of their why you want to have some saying, at the very beginning, this also helps answer the question like, but how do I start, which I know came up in the get done session last week, like how to start, right. So I'm gonna toss some different ideas that are great first things to start with, whether it's a retreat or workshop, a group program, to start to bring people into the container to set that container. One thing you can do is a grounding, I would call it a grounding or a meditation, some kind of grounding or breathing that has people arrive. Right. So you know, we're also busy with our days, and we have a million different things that we're doing. And even when we like, click on to the zoom, we may not fully our bodies might be in front of the computer, but our souls, our psyches, our minds may not actually be present in our bodies, for what's about to happen, right. So one thing you can do is take a couple of minutes in the beginning to ground people to have them come in for their body is to have them remember their breath, to have them bring themselves present, to have them really bring all of themselves there to maybe open their hearts to be ready to

receive. There's so many different ways to do this. I won't go into instruction on all of this. But I just want to share like the grounding is one way

17:34

to do that.

17:37

Another first thing you might want to do is just a really warm welcome, right, sometimes I won't do a grounding, but I'll just be like, I'm so happy to be here. Welcome, everybody, right. And I'll often say in that welcome. You know, I know a lot of the faces that are here to those of you that I already know and love, I'm so happy that you're here. And there are a lot of new faces here to those of you that are new, I can't wait to get to know you, and connect with this is gonna be such an amazing experience. And thank you, I'm so honored that you're here. Right. So that's another just simple way, setting the container having people start to feel comfortable speaking to the different people in the room, welcoming them. So the grounding or the welcome, or both simple, easy waves, I'm gonna give a couple other ways and really sky's the limit here in terms of what you can do in the beginning, but I'm gonna give a couple other ways for those of you that are ritualists server, you know, like into more of the drama, which I love to do, especially for kind of like big retreats or in person things. So another great way to set the container is to kind of have

19:13

people sort of,

19:15

it's a little bit different online, people will already kind of be quiet. If people are in the room, they're going to be talking and chatty, but kind of like you can ring a bell beat a drum have people get quiet. And then sometimes I'll stand up and do what I call an archetype evocation. It's like a very dramatic moment where I will evoke an energy that we're going to be exploring for the program or for the retreat. And I'll kind of if it's in person, I'll walk around the room or the circle, and I'll really evoke the energy, this archetypal energy of the artist of the leader, you know of the shadow, like whatever it is, as this kind of like dramatic moment where everybody's attention kind of gets focused and lasered in. And it's almost like a pre inspiration, because what I'm sharing through the evocation of this archetypal energy is very much about why they're there. And why to be invested in the work and what they're going to receive. For those of you that are going to be with me, in into the depths, we're gonna go deep into learning how to do these archetype evocation. Sometimes I like to start with singing, another dramatic thing, we're a way to bring people together, when people sing together their hearts and train together. So bringing music and is another just beautiful way to kind of set the tone start to set the container, bring people more present. And if you're like, oh, my gosh, I'm not a singer, and I'm not an actor with these archetype you locations, I've got another option for you a poem, a poem that relates to the work that you're gonna do. Again, it's like a little bit of a heightened, dramatic moment that has people laser focus in right, get present, bring all of themselves forward. So all of these different ideas that I'm sharing with you are, that's really the point here is like your first thing you're doing, you're setting the container. And you're, you're having like a point of focus for people to bring themselves fully present. And

22:04

let me pause their

22:07

thoughts, ideas, what do you like in about this questions that you have? Or anything that you want to say, on this first piece being some comments in the chat.

22:28

These are fun. They are

22:29

they are very fun, you can use your creativity. Jennifer always starts with a grounding and vocation.

22:37

Beautiful, Daya. I love all of these and I wanted to share one that's also great in the beginning is to have people get up and do some kind of movement in the very beginning. You know, with with music, and you could it could be based on something like you said it could be based on a special it could be based on what you're going to do. But just to get in your bodies and move. I think it opens up everybody, you know,

23:11

yeah, I love it. Yes, depending on the type of movement that you're asking people to do, you may need to just like drop a little speaking to resistance on that, because some people like that she wants me to move. I just say, you know, say something like raise your hand if you're just gonna roll your eyes, if I'm gonna ask you to do some movement right now. Because guess what we're getting that right in our bodies. So just as kind of a way of speaking to that. Okay. Another piece that I wanted to kind of add in here about setting the container and bringing people into the container. We spoke to this a little bit in our second training class session, but I want to kind of just underscore this point. Setting expectations is a really important piece, have a solid, tight container. Those of you that have been in sacred depths with me, you know, we look deeply at this when it comes to one

on one work. What are the shared agreements? What are the shared expectations? Do your clients know what your protocols are? All of those pieces. When we set expectations when we have shared agreements and expectations, everybody in the container, including the facilitator, can settle in, right because we know how it's going to work. We understand what Our responsibilities are we understand

25:03

how it's going to go. So

25:07

I'll give an example of a program not that I lead. But a program that I was in where the expectations weren't set very well. And the leader, even though she had great content, she lost a lot of people very close to beginning to the beginning of the program. And the first call that she had, it was a program about PR, like getting more PR for your work through podcasts and media and that kind of thing. And her first call in the program, this is also was a format mistake as well, was a q&a call. So she started the program, not with content or context. But with a q&a. Just as an aside, you don't want to do that you want to give content before you have a q&a, right. But in terms of expectations, it also didn't work because she didn't explain how the q&a call was gonna work. She didn't explain what kind of questions to bring for the q&a call. It turned out that that q&a Call was actually more of like a hot seat call, where she just was focusing on three different people with extended coaching for everybody to learn from, but no, nobody knew. Right? Nobody knew any of that. And so there was like, there was confusion off the bat into the container. So I see that there's some questions in the chat, have examples of shared agreements. And every program is going to be different in terms of what the agreements are. But that being said, if you go back to our very first call for curriculum lab, I did a whole section on how this program works best. And what the different pieces of the program were. I shared how often I was in the Facebook group, how soon you could hear from me, if you submitted your curriculum, I shared about the Get It Done days, right? Like I set all of that out in

the first place. One of the big pieces and this is true of one on one work, as well as group work is knowing when the leader or the team are available, and how quickly they will respond to you. You as the leader might be thinking I respond within 48 hours to any question that's asked. But if your participants don't know that true have one on one work, too if your one on one clients don't know that and they're expecting same day answer that's going to create a leak in the container. They're going to be like Where Where did she go? Where did the leader go? I thought right like I thought she was here for me, I thought this is right and and that can just be so easily avoided by being clear on expectations. This is another piece

28:45

that is really

28:47

I have found to be important for setting containers. I call it creating sacred empowerment in the container. Creating sacred empowerment in the container.

29:15

This piece

29:19

is about letting your group and community know that they are on a level playing field with you in the container.

29:35

This is about letting your people know that there is shared power in the container. That even though you're the leader of the group, that you know that you don't have the ultimate truth with a capital T that everybody's ideas are important and valid, and everybody's experience is important and valid.

30:15

Now, I didn't

30:16

share this at the beginning, I didn't do this piece that I'm about to share with you around this creating sacred empowerment at the beginning of curriculum lab. And I usually do it with like my longer programs, but I realized I'm going to add this to the beginning of curriculum lab as well. Those of you who have been in sacred depths are advanced, you've heard this before. But I want to share it again, I actually want to share the words that I use, I have them typed out, it's like this piece is so important to me that I like read word for word on it. And I've also shared these words with you, all of you in a resource she in your member center, you're going to want to change it for you, because what some of what I'm about to share and model for you is personal to me. But I want to take a listen, and then we can kind of like pick it apart

31:12

a little bit. So

31:15

at the beginning of sacred depths, at the beginning of advanced steps, I usually talk about how I want to hear from people and to speak up, but you know, I want to hear from them. And there's so much support, you know, all of those pieces of these are the expectations, and this is how to best use the program. And then on that No, I transition into the following. And here's what I say. I say, I believe strongly that a diversity of voices and perspectives is what makes us stronger. It makes us stronger as humans and practitioners, because it helps us practice checking our own stories and filters. It helps us practice seeing the work through other people's eyes and experience. It enhances our ideas and adds layers it makes everything richer. So all that being said, I want to acknowledge that I am white, straight, cisgendered able bodied, and a somewhat neurotypical woman who has come from a somewhat stable family of origin. I come from a Jewish background, which in my case carries a lot of trauma. And so the way that I see the world is only one way. And while I do talk a lot, and I have a lot to say and teach, I am so happy that this space that we are creating together is comprised of different races, different genders, gender identities, different backgrounds, and neuro diversity. I want this to be a space where many experiences and many perspectives are heard. As I have said, your voice, your wisdom, your perspective is a very welcome and wanted here.

33:28

And

33:30

because I am white, straight cisgendered an able bodied, I need to consistently locate myself in our conversation, as a person that has a lot of proximity to power and privilege. And my commitment to you is that I check that as much as I can. And my request to you when you share in the GRU is that if you have a privilege, you check that as much as you can to. As we journey through our important work together over these months, I'm going to be asking you to hold a lot of nuance and complexity with me. I might share things that you completely disagree with

and there is space for that. Here. There's no expectation that you agree with anything that I say. This is a space for you to get curious about your truth

34:43

All right, what's feeling important about this to you? What are you seeing here? I'd love to hear a voice or two on this

35:02

Why is this important? Rosa?

35:08

Well, naming a variety of things makes it easier to then have the conversation about it afterward. Right? So like, like with the resistance, if we're naming power and privilege and diversity in the room, then it's it's opening the door for being able to deal with it more

35:32

productively and lovingly when it

35:33

comes up, yeah, beautifully said. Yes. Thank you, Natalie.

35:43

Joanne, I was just mentioning in the chat that I remember you saying this, in the beginning of secret depths, and I was like, so blown away, because I had never experienced a trainer, educator or speaker expressing anything like that before. And I was like, wow, you know, like, I it absolutely leveled the playing field, made me feel seen and heard as a woman of color. And, you know, not like fee like, I would not be misunderstood, or there was Grace in this container for you know, for, for different person, like it really, really matter, John, I just want to say it voice a voice that, that so blew me away, I was like, she's my person, like, it was just like this, this is what I want to be able to do. Even though I'm a woman of color, I have privileges that I have not aware, I'm aware of, actually. And so just the modeling of that, but then the experiencing of it, for me was was just everything.

36:41

I'm so, so happy to hear it. Yeah. And again, thank you so beautifully said like, we need this to create that equal that level of the playing field in the container and set that container for everybody.

36:59

Francesca

37:03

Hi, everyone, I just wanted to say that I felt that was incredibly potent and powerful. And it's a really wonderful embodiment of what trans? Well, intersectional feminism can look like in a positive empowered space, I think often when the words feminism or difference or privilege get brought into a space, it can trigger a lot of people for many different reasons. You know, for those of us that have traditionally not had it, it can trigger us feeling like we're less than at times, or that we haven't been seen or heard or whatever it might be. And for

those of us that have had it, it makes us feel guilt, or shame or whatever those things are. And, you know, by setting the container in such a beautiful kind of inclusive, all voices are valid here. And we're going to be interrogating all of these different layers of our identity. It's a really empowering way of approaching it, regardless of where you sit on the privilege spectrum. So I just wanted to honor you for the way in which you did that. And it's really, really beautiful role modeling to make the conversation, it's really important conversation that we need to have around our collective hearing. So that we can truly learn to hold ourselves and hold others in a really gentle way in a way that everyone deserves. From a place of you know, heart centered healing rather than a place of, of conflict. So yeah, just wanting to honor you for that I really felt the power of those words. And I'm really nice to hear that other people felt that as well as part of the container for Sacred debts I can't wait to thank you,

38:40

I'm so glad you're gonna be there. And I'm so glad you're sharing this piece around how how it can be triggering. And that's why as I said earlier, like though I read those, I carefully have crafted the words and then I read them word for word because I want I don't want to mess it up. And I do it you know I do, I want to make sure I'm including all of the pieces in a way that everybody can hear it and everybody can feel it. And feel the love behind the intention for everybody on the spectrum

39:18

with it. Good, thank you. All right.

39:29

Let me get back to my notes.

39:36

Okay,

39:38

so much more we can talk about by way of containers, but those were a few pieces that I wanted to make sure that I mentioned that can really just help overall in that setting of the container really bringing people in and fully present along with those steps one, two and three have The hero's journey that we've already looked

40:01

at,

40:04

paid next piece around facilitation for us to look at for a little bit. And again, this is another one of those topics that are like vast, or we could look at for many days at a time, but we've spent as a couple minutes on it right now. And here's the kind of the overarching foundational prints facilitation principle of it, no matter what the size of the group, create a feeling of connection and interaction. No matter what the size of the group, create a feeling of connection and interaction. Now, of course, the setting and the holding of the container does part of that work for you of creating that feeling of connection. But there's some other pieces for us to take a look at that can help with this.

41:01

So first, I'm gonna say something. And for those of you that are in

41:11

sacred depths, and advanced steps, this came up on our monthly or in our q&a Call today, it was like perfect. Timing the question. So So I already spoke about this a little bit earlier today, but I wanted to also share it here.

41:28

A big mistake that

41:32

some group leaders may is that they think that the primary relationship in a group program is between the leader and then each individual person in the program. That's a mistake. The power of a group program is the group. It's the community. It's the it's the shared experiences. It's the normalization of struggle. It's the shared wisdom, it's the being seen and heard, and celebrated. It's the seeing each other into being into our next level

42:27

of being. Yes, of

42:32

course, the relationship between the facilitator and each person in the room is important. But the most important relationship in a group program in a retreat in a workshop is the relationship among the group members. And I don't mean BFF,

or that you have to connect outside of the container. It's the community that is created inside

43:03

of that container. That is the power.

43:09

The added bonus of approaching your groups in this way that you are not the most important person, but that can the group, that community that container is the most important thing, the most important relationships. The added bonus is it takes some pressure off of you as the facilitator to be all the things in all the moments and hold all the energy and have all of the wisdom, right, which is like a very patriarchal model of leadership. It's like the leader is on the pedestal and knows all the things right. Versus Yes, like I know a lot. And also, we all know a lot and we're all in this together and our presence and our humanity and bringing this all together is actually what's going to create the results in that transformation here. Does that make sense? Pause there is is such an important piece. Natalie

44:16

I absolutely agree with this perspective. And I also think that sometimes people come into groups wanting thinking they want the not the right perspective. Like they think they want the leader to be this guru person and not realizing that all the all the knowledge and wisdom is the shared experience. So I guess I'm struggling with that I naturally lean towards what you're saying. But then how to make them people see the the beauty and the the power of the group over the leader or whatever. Yeah,

44:59

yeah. Absolutely. So part of it, I'm going back to the piece we just looked at with the wording that I shared some of that right? The answer is just say it. People, right, like I'm not here on a pedestal to write, and it's not all about. So, you know, the some of the things that we just looked at, with the wording that I shared, cover that. Some of it, you can also start to prepare people like even in the marketing, right, so people that follow me and read my newsletter and follow me on social media, I'm modeling imperfection, all the freaking time and normalizing imperfection. all the freaking time, right? Like, it's like, I'm letting people know, I don't have all those the answers, I'm letting people know. It's also about like, their wisdom trumps all. I'm letting people know about the power of the group, et cetera, et cetera, et cetera. So some of it is just connecting the dots literally, in plain language, by telling people and I'm going to give some other strategies in a minute for how to create some more of that community and group. But it has to start first with your energy and your belief, sorry, as the facilitator, and then what you say in plain language to set the container. Rosa. Yeah, I

46:35

just wanted to share a short story about making a mistake on the other end of things. This was, oh, gosh, this was like, oh, over 10 years ago now. But I was facilitated group. And I wanted so much to be participatory. And I wanted so much to honor the people in the room and all that, that I didn't, I didn't do a long intro of myself. And also because I'm shying groups, right. And so I kind of threw the hot potato to, okay, well, this is an amazing group of people. Let's hear about who's here. And as we started going around the circle, I had not set time limits. And since I hadn't set time limits at the beginning, then I didn't want to interrupt people. And each person was starting to go longer than the next. And I didn't know what to do. And it was painful and agonizing. But I just, you know, like somebody would complain about how long other people had taken, and then they would take even longer oh my gosh, anyway, after we got through that circle, the rest of the day went well. But I really felt like it had shaken people's confidence in me as a leader. And so the next day when I started, I had prepared a 30 minute lecture presentation, data data, the data, the data that and then you know, ask for questions or whatever. And it just went so much better. But I will never forget that experience, because I realized that I have a tendency to err in the other direction

and that I'm not doing a favor to the group because they don't feel safe that there's somebody there who can hold them.

48:04

Yes, that is it. Exactly. I'm so glad you're bringing it forward. It's about really striking that aligned balance between be like yes, being the leader, we are the leader, and also sharing the power in the group. Absolutely. And just because you mentioned it with a timing thing, just to share it for you and everybody, this is a little side facilitation piece, but I just want to say whenever we have shares where everybody in the group is going to share, you want it to be timed. You want to let people know, this is the amount of time and I will also say if you forget and then you realize by the third person, this is getting longer and longer. Speak to it, say oh my gosh, you know, before we go any further on to the next person, I have to say my mistake, I didn't mention that we were going to be timing these shares of course I want to hear from each of you for like 10 minutes and more. But in order for us to accomplish everything we need to accomplish today, you know, so it's like two minutes for each person I will gently and lovingly let you know when your time is up, you know, etcetera but don't feel like you have to go through the whole rest of the circle. You can pause take responsibility. And that's an expectation. That's another actually example of shared expectations right? So you can take a moment and reset the container and reset the expectations around the share.

49:44

Okay, good.

49:50

I'm gonna keep on going guy I'll take you I want to get through another piece and then I'll take

49:59

some more shit errs.

50:04

Okay, so

50:07

this idea of no matter what the size of the group creating a feeling of connection and interaction. So important adds so much and somebody aside, I've been reading what's in the chat very quick, I haven't gotten all of them. But I think Michael in shared, looking back over groups I've been a part of the connection of the community is what determines how I remember it. Right. And I just think I'm glad that you're sharing that because I think that's so true. In groups. Yes, we remember the content. And yes, we will remember the leader. But when we're invested in community, we're more invested in the program, the investment in the community helps us be more invested in the program. And different programs call for different levels of community like here in curriculum lab, I create as much as I can in a six week program, with the amount of time that we have for each of our sessions. In a longer program. Like sacred depths, we have so many more opportunities for small group cohorts for added q&a calls for practicums. For partnered, for partner practice, you lots of different when there's more time and space, there's more opportunity for community

51:43

in different ways.

51:46

But so let me share a couple of different things to think about when it comes to creating community. So first of all, we already spoke about just share saying it right, like I was sharing with Natalie, like, here are some other things to think about. And think through how you're using and facilitating shares in the group. think through how you're using and facilitating shares in the group, right? So because for example, in curriculum lab, we don't have enough time for breakout rooms. And for like a lot of extra things. I use our group share time very intentionally, not only to get your questions answered, but to create community for you all to hear from each other. And each other's wisdom and normalizing the struggles, etc. Make time and space for group shares. Do not underestimate the power of participants hearing each other's voices in a group and what that contributes to the experience. Another component of this online is the chat on Zoom. Now I have a love hate relationship with the chat because it can also like, I don't know, for me, it can go by very quickly, especially when I'm leading a group, I'm focusing on what I'm sharing and what people are sharing voice voice. Unless I asked people to share in the chat, we'll get to that in a moment. But he does. So I often say to participants, if the chat is dis regulating, if it's distracting, et cetera, just turn it off. Don't don't pay attention to the chat. That's okay. But that and I have certain moments also, when I'm leading a group where I'll I will turn the chat off, like when we do practicums and sacred deaths. I just I want all energy focused on the practicum without any like side bar things going on. And so I'll turn the chat off for that. As an example. Oftentimes, if I'm doing more of like a deeper ritual online, I'll turn the chat off, or at least for parts of it. That being said, the chat can be a really beautiful tool for creating connection and interaction. Right. And we've done that a lot here in curriculum lab. Oftentimes, I'll ask a question and I'll say share in the chat, I'll read out the answers or people will get to respond to each other. It's a way of sharing wisdom, sharing ideas, normalizing struggles being together in it. So think about, you know, how I like to use chat mostly, is what I call like crowdsourcing ideas. If I asked a question, and um, I know there's like a full range of different examples and responses and ways that people might answer, I'll say, share it in the chat, to crowdsource all of those ideas. That's one way that I use it. I think that was all I wanted to say about the chat. And no, another way you can use the chat that can be very powerful on a lot of different levels, is raise your hand if or say yes, in the chat.

56:01

If so, because a big piece

56:06

of the work that I do, and those of you that are in sacred depths, you know, we look at this deeply because I believe that this is a big part of the work that we're here to do as practitioners is to challenge norms is to challenge patriarchal messages and assumptions that have just seeped into us. And then it's like, when we have a fear, or resistance, or something isn't working the way that culture has told us, it's supposed to, we end up feeling like there's something wrong with us and feeling shame about it, or if we have a certain idea of relief. And so I will use the chat to normalize right to unpack and normalize and say, raise your hand if like, raise your hand, if, you know, your life isn't perfect, and you're sick and tired and your marketing of trying to pretend like you are perfect, right? It's an there's a deep exhale. In those types of normalization moments of unpacking those belief moments for people have seen like, Oh, I'm not the only one, I don't have to hold so much shame around that. It's another great way of creating connection,

57:31

and community.

57:36

We haven't used Breakout Rooms in curriculum lab.

57:45

Mostly because I talk too much.

57:49

And also I like to prioritize the group shares. But I do use Breakout Rooms in other programming. And it can be a really effective tool for community building for connection for deeper processing, you know, because you as the leader can interact and like reflect maybe for each person, but you do breakout rooms, and folks can get that. So I have one of your resource sheets for this week that I shared just best practices on when to use breakout rooms, how to use breakout rooms, there's a lot of information there for you on breakout rooms I recommend and in person, it would be in the room get into groups of two or three or four whatever it is, however you've set up that share or that exercise with

58:47

what else do

58:48

I want to share right now about connection and interaction. With the group sharing this is just another plug for having really good coaching and transformational skills. Know how to laser like get your your coaching skills in tip top shape because then the group shares don't have to take forever and a day. You can you can laser in as you hear shares as you reflect as you coach folks. I think the last piece that I want to say right now about this community piece and this connection piece is back to your everything is always back to our energetics as facilitators. If you need to be the smartest person in the room, if you need to be the center of attention always. If you don't trust the participants that are in the room with you if you don't trust that they're what they're going to share and that you can hold it or like all this and trust yourself that you can hold it. It's is going to be much harder to create community. So either you're going to go into your control pieces are like, Oh my gosh, they need to just think I'm the best or right, like, whatever those things are, if we look at this a lot into the depths, for those of you are gonna be there, and you heard it a bit in the journaling bonus that I gave you, if you have fear around sister wound and how people interact together, then

you're gonna lay off the community pieces like not go there so much. So you want to always work on your energetics so that you can be clean and clear and really lean into the power

1:00:40

of community. Barbara? Hi,

1:00:47

great to see you, Joanna, I just had a question about the percent of people you anticipate to participate. And I think that's going to really vary depending upon the size of the whole group, you know, if you have 80 people 10 people participating is going to seem like a lot. But if you have 10 people, three people might not seem like a lot. So I'm just kind of like, Ooh, how do I how do I finesse that? Or what should I expect it to?

1:01:18

It's a great question. It there's a lot of kind of, not a lot, but there are a couple of components involved. One is like how much time do you have? Right? And then based on the amount of time that you have? What are the decisions that you're gonna make? So So first, let me take a step back. My I need mentioned this before, but I'll mention it again, my rule of thumb is, the smaller the group, the less content, and the more sharing and processing. The bigger the group, the more content with still, you know, as you see here in curriculum lab, a still a lot of space for sharing, and processing. So that being said, in terms of a couple things, oh my gosh, there's so many things I want to say. But I'll just toss a couple of things. So number one, and we'll get into this in a few minutes. I'm gonna go into like if your group is this big, this this, this and this, if your group is this big, think about this, this and this. But one thing I'll say for now, to answer your question, if a group is 12 or smaller, I like to have not everything is like an all group share where everybody shares. But if the group is 12 or smaller, I like to have certain

moments where everybody gets to share. And so I'll create time for that. At least once a session, if not more than once a session because the group is small enough that we can do that, obviously, something much bigger than that, that's not going to be possible.

1:03:05

If I

1:03:06

only have enough time, let's say we just did a transformational exercise. And I know I only have, let's say 20 minutes or 15 minutes to process that exercise. Not always but oftentimes, I'll make the decision to spend 10 minutes in the breakout room so that each person gets a process and then five or 10 minutes back in the room together for some of the group share full group shares. If it's not something where I feel like each person needs to process it out, then I may just give the full 15 or 20 minutes to the group share.

1:03:51

Is that helpful? Yes,

1:03:54

yes, that is helpful. I guess my other thought is I'm in so I'm in several groups and I am definitely one of those people tends to raise my hand and I'm just wondering about you know, when I'm in a smaller group, I really do want to hear from everyone. And I just noticed like in some groups that aren't well contained, I feel like Oh, I heard somebody that person go on for 20 minutes last time we got we got together why doesn't the in not your group's polite isn't the leader of the

group say? I'd like to hear first from somebody who we haven't heard from in a while if you feel called to or something like that to encourage the you know, the people who are maybe a bit shy or just maybe take a little more time to process what they're thinking and you know, the there's some people who just like Matt, and just kind of take over the space. So I just think about that from my work.

1:04:58

Yeah, I'm so glad you're mentioning that it's such a powerful, powerful facilitation tool. And it's something that we want to be aware of as facilitators, and exactly what you just said, you know, I'll sometimes I'll sometimes go even a little bit deeper. And I'll say, it's been so great to hear from the regulars. And I also want to make space for people that haven't raised their hand yet, or who maybe hold back exactly what you said, needed because you need more time to process and then sometimes I may even add on, if I feel like there, there's some fear or resistance, I might even speak to that too. And I might say, you know, oftentimes, depending on our background, we feel like our voice doesn't matter. Or, you know, it's not, we don't have the right to raise our hand, or whatever it is. And I want to share again, this is a space for you to be seen and heard and all the voices matter here. So I might sometimes just like call that out again, even if I've called it out in the beginning of the container.

1:06:11

Good. Thanks.

1:06:20

Kristen is asking if I can give an example of how I politely cut someone off who's going quite long. Yeah. So first, always, and by the way, we all experience it, right? It's like doesn't matter what agreements you set up, or how well you set the container, it's going to happen sometimes for various reasons. And first, and most important thing is your energetics I'm always get those of you that have been

sacred depths, you know, we all have come back to energetic. So if you as the facilitator are like, Oh, my God, I'm so annoyed at this person, or this person is annoying, everybody in the group, I need to, I need to cut them off right away, or, Oh, my gosh, I'm gonna hurt their feelings, or you're like any of the whole range of things that can you know, then energy follows energy, whatever we say next is not going to come from a loving yet firm place, right? So we want to check our energetics and work on our energetics on that. And then from an aligned place of, I have so much love and compassion for this person that is speaking and speaking and speaking. And I also have so much love and compassion for myself. And I also have so much love and compassion and respect for everybody in the room. Right? So from that energy, and then what I'll do is I'll I will, even if I, if it makes sense, I will in mid sentence, I'll I'll say, Wait, hold on a moment. Right. And I'll say, want to pause here, because you've just shared so much. And then that so much. And it's so important, and it's so rich. And then I will briefly reflect back

1:08:14

what I heard. And I'll say,

1:08:18

am I getting that right? And then from there, I'll say great. Now, do you have a question about that? Or does that feel complete? Right? So it's an honoring of everything that's been said. And then is there something more that's needed here or not? Now, of course, every situation is different. I'm giving like a general blanket to it. Sometimes I might say to someone, I want to stop here, it feels like you're beating around the bush. And I want you to get to the point like let's crystallize it right if I feel like that's the right thing for that person. So it will depend. But most important thing first and foremost is energetics. Selena's asking on opposite and how to facilitate deeper shares when the shares are very light or surface. It's such a great question. And so part of that Selena is in the setup both of the container number one because if it's not a tight container, people aren't going to be willing to go deep or be vulnerable. Part of that is in how you've created community. Because again, if that community isn't feeling connected, people aren't going to

want to go deep or be vulnerable. And then part of that is in how you've shared if you've shared personally and vulnerably that's why I like in the at the Beginning of a program, I'll share a personal like I'll get vulnerable right away energy follows energy. And part of that is in how you've set up your exercises. And the questions that you've asked like to elicit a deep share, you need something beforehand that's done to elicit deeper thoughts and feelings. So it's in in the transformational exercise that you have led. Right before that.

1:10:34

Kristin? That's a big question. Short answer. I love the question. How would you recommend working with a dysregulated nervous system on your cell? Especially if it's part of a neuro diverse wiring? So Kristin, where are you? If you can just say hi, so I can see your face on the screen? Do you want me to? Oh, there you are. Hi, yeah, I'm sure I'm not gonna be able. That's like, we take in sacred deaths, we keep on coming back to that topic. It's such a big one. But I'll give you at least a little something today. So share with me a little bit more.

1:11:20

So this is something I always thought was a mom trigger for me, because my mother is a verbal processor, and she gets very intense emotionally. But then I also am when I got my ADHD diagnosis, I realized, Oh, this is a pattern I've had my whole entire life. If somebody's giving, like just dumping the verbal Firehose at me, I will get massively sensor overloaded really fast. It's, it just I get feel like I'm getting lost in the stream of information they're giving, and I start to go into panic mode. And as a facilitator, that has been challenging for me in women's circles to hold my energy intact, because I feel like I'm losing me. Yeah. And so it's, oh, it's really tricky to manage this.

1:12:09

Yeah, absolutely. I'm so glad you're bringing it forward. Because you're not the only one. I'll toss a couple of things for now You can let me know how they resonate. So the first is like I was just sharing. Don't be afraid to interrupt someone. It's not. It's not hurting someone to say, Hold on. Let's pause here for a moment. Right? I want to make sure I got what you just said. And reflect it back to you. Alright, so that's number one is to work on if there's any fear of, Oh, I'm gonna hurt them or offend them. Or I'm gonna look mean if I right. So and to just with kindness to everybody be willing to take that pause. Important for one on one work as well. Right? Because that might happen. So that's, that's one tool and I can feel your Yeah, yeah. What is that? What is? It's like,

1:13:14

it doesn't really always feel safe. To say, hey, stop for a second. Yes. Yes. Like it wasn't safe as I for some reason, I got the message. It wasn't safe. To speak up and use my voice. And like, ironically, that's the work I do is with

1:13:33

I love it, right? It's right. That's, that's right, as it should be. And so there's a lot of there's work you can do on this for now. I want to just ask you tap into your highest wisdom, so not the little girl who it wasn't because it wasn't safe for you as a little girl, right? That from your adult highest wisdom. Where you just feel it in your body. Like where that higher wisdom is for you today wearing your body is that

1:14:13

it's like my heart, my spine.

1:14:16

area. Yeah. Good. Beautiful. Lean into that. Connect into that. Find this safety and that wisdom and ask your higher wisdom what it knows about interrupting people that your little girl doesn't know that no adult ever told her

1:14:49

some people need to be interrupted because they get nervous and they don't know how to stop. And that's their thing. anxiety response going on and actually feel safe to them when they're interrupted and reflected and they feel seen and heard. And I think it feels wise also to maybe when I introduce shares, and the agreements that if somebody's gonna ramble on for a while, I will probably interrupt so that we can refit. And just like set that as part of the containers, everybody knows what to expect if they accidentally

1:15:27

overtime. That was the next thing I was going to toss exactly bake it into the container, bake it into the expectation, so nobody has to be offended that it comes out of, it's fine. If it comes out of nowhere to by the way, right? Like, speak it into the setting of the container. That's an expectation in there. This is this is how I process this is how I lead this is you know what might happen? And it's all with love and compassion. And it's to support you if I interrupt, and it's to support everybody. And if I do, yeah, nicely done. Thank you. Thank you, Simona. And though,

1:16:11

I just did want to say something on that, and I was gonna put in the chat, but I thought I would speak and first of all, thank you, Kristen, for being so connected to your own self that we got to witness that that felt really powerful. I appreciated your modeling of that. And I guess what I want to say is just how we all just got to witness that beautiful connection of Kristen to her little one inside that learned that pausing, someone didn't feel right to her little system. And she did connect in

for that wise one. I also want to offer and I think our populations will be always very different. So in my population. It's almost the opposite of what Kristin just experienced that over explaining comes from not being seen or understood or felt feeling loved by their mother. And so I wanted to throw that out. Not just for you, Kristen, but for anyone else who's that oversharing is sometimes coming from the same the same coin, the opposite side of what Kristin just shared, and so that pausing lovingly and like what Joanna was talking about the energetics, like just want it like like that, like lovingly reflecting back is like a is like a real healing moment where they actually get to be witnessed. And if it's done in a scolding way, it's going to be re traumatizing. And if it's done in a really holding space powerfully and lovingly way. It can be a healing experience. So I feel really passionate about that. So that's why I wanted to share voice to voice when I thought

1:17:43

on that. Yeah, thank you. Thanks for adding that. Okay, good. So there's still a lot I want to cover today. Rose, I know your hand is up, I'm going to get through Yeah, and we'll we'll still have time for some shares and cues at the end. But there are a couple other pieces I want to share today. So next piece, we're going to kind of shift gears a little bit. Under understand how different sized groups work best, is a little bit what I started sharing with Barbara before, a mistake that some course leaders or retreat or workshop leaders sometimes make is they treat all size groups the same. But what I've really learned over the years is that each size group is kind of its own organism and wants to be held in a little bit of a different way for maximum everything like maximum results and maximum learning and maximum transformation, etc. You don't want excuse me, you don't want to hold a group of eight people, the same way that you hold a group of 80 people and when I say hold, I mean obviously both is with the same love and compassion and honoring and sacred empowerment in the container all of that. But I guess more like how some ways that you navigate the format of the program, as well as the facilitation of the program are going to be different depending on the size. And I'm just going to briefly like we could do look at this for a full two hours. But for now, I'm going to just sort of like briefly mention a couple of things to get you thinking a bit more on this I already did in the conversation with Barbara, but just to go a little bit deeper. So first size group But to take a look at is I'd say six to eight people

and under a group, that's six to eight people and under, you want to handle differently. And I like to think of groups six, or eight and under, as more of group coaching, less group program, more group coaching.

1:20:33

So what I

1:20:34

mean by that is, when you have that few people, for each of the sizes, you want to leverage the size, each size has pros and cons, and you want to leverage the power of that size, the power of a group eight and under, is that everybody in that group can get to know each other really, really, really, really well, as a group, also individually. The power of a group eight and under is also that there's time and space for you to coach each person in the group. Even if it's not everybody on every session, you know, every other session, et cetera. The power of a group that says and under is that people can get lots of reflections from the group as well, that's not that that's not true for bigger groups also, but these are like the main powers to harness in a smaller group, then you can push this up to 10, as well. But when I've got a group six or eight, I am going to have the least amount of content and the most amount of sharing of coaching. If it's smaller, on the smaller end of that, like if I design a group for four, even I can push it to six, what I'll often do is actually in the beginning, just share a little bit of content, and have the whole thing be more coaching. So one example of how this can look is to start the session off with celebrations and each person in the group having an opportunity to actually speak and share what they're celebrating since you've last met, what's working well in or outer peace, big or small. And have everybody celebrate, if it's in the chat, if it's in person, you know, they can kind of like rah rah in person, but for each person to to get celebrated. And that doesn't take have to take more than 10 minutes, if it's six or under. From there, I might do share some content, or do a transformational exercise that is in line with whatever the group is there for whatever like the ultimate results that they want to get. I'll give them the next piece. And we'll have opportunity to discuss it as a group share, not everybody

has to share on that. And then I might give each person 10 minutes, 12 minutes to be coached by me, and then get a couple of reflections after the coaching from two or three people in the group. And then I'll end where everybody gets to share a takeaway. That's just one model of six to eight and under you can still do the model of content, exercises, sharing content exercises sharing, but I'm just sharing an alternative. If it's a smaller group, you can have more coaching in it where everybody learns from everybody else being coached and people get to reflect

1:24:25

as well.

1:24:29

The next kind of size group that I like to think about is like six to 24. Anything in there, I think of I don't love using this word but for lack of a better word. I think of it as a mastermind. Meaning it's still small enough that each person can really know each person in the group and that there's at least a An opportunity once during each session for everybody in the group to share with the whole group, and be seen and heard. With six to 24, I'll just share a couple of things that I do some of you know this for those of you that are in advanced. For those of you that will be in into the depths, you'll see on model this as well, because there's 24 of you there. In the first session, or the first part of the retreat, six to 24, each person has an opportunity to check in to introduce themselves. If it's the very first one, I'll ask some journaling questions in advance of that. So people aren't blank, what to check in on, or how to introduce themselves, but each person will get a timed share. In a group that sighs when it comes time to set intentions for the program as a whole. Or for that retreat, each person gets to go around the circle and share what their intention is, everybody gets to be heard in their intentions. In a group, that sighs I will have some calls where I don't do or sessions in the retreat, where I don't share any content at all. But instead, I'm holding space. Sometimes I call it a Sister Circle session, where just each woman gets to bring topics and I facilitate a discussion on those topics. Sometimes it's a brainstorming session where we're

brainstorming ideas, et cetera. But again, I'm using the power of that size grew, I'm creating more opportunities for interaction as well. Sometimes in that size group, if it's like a three day retreat, throughout the retreat, I might, there might be time for hot seats for each person throughout the retreat as well. 24 is pushing it. But if it's more like 1214 in there, you can do, everybody gets a hot seat throughout the time together or throughout the program as a whole.

1:27:33

And then for me,

1:27:36

like you could divide 24 to 50. And then 50 And above, but for ease sake, I'll just say like 24, and

1:27:45

more.

1:27:49

That, to me is like the kind of the biggest size program where there will be more content. And I'll make space for a lot of group shares, sometimes breakout room shares, et cetera. But it's not that each person gets to share each person gets. And then home study is kind of an animal on its own. As I was sharing, I think last training session. For some of your home study programs, you do want to think about is there some kind of container to hold to navigate people through as they go through the recorded material? Do you have a Facebook group? Do you have check, you know, automated checking emails? Do you have a q&a session every other week? Or whatever it is, but how can you help keep people engaged? It's so

so much harder to keep people engaged in a home study. So what structures do you want to put in place? Okay, that was a lot of information in a short period of time on that number of groups, I just kind of toss it for you to think about. I know what I'm about to say next is obvious, but I'm just going to say it because sometimes the obvious is important. The bigger a group gets, the looser the container is going to be it that is just science, physics, I don't know whatever you want to call it. I do my best to hold tight tight tight tight containers with bigger groups, but it is just not as possible to track each person to hold the space because there's less opportunity for everybody to be heard by the whole group. So you want to use the shares the chat the exercises, the breakout rooms in the ways that I discussed earlier, but by nature, it's going to be looser. Let me pull I was on that we could talk about this alone for many hours. But just for now, I'll ask if they're like, what you're hearing what's feeling important about some of the ways that I've even if you don't agree with the way ways I've broken this up this thinking of different size groups and holding them in different ways, what's clicking for you? On this? Natalie,