

A Blueprint of WE Collaboration Document between *Creative Learning Solutions* and *You*, Our Business Partners and Clients

As an integral part of our consulting practice, we wish to create and sustain a graceful partnership with you. Grace in this case means the ease and fluidity that, say, Fred Astaire and Ginger Rogers reveal when they're dancing. Don't they make it look effortless? We would like to create that kind of ease and fluidity in our work with you. Above all else, we value you and ourselves as creative, free, and interdependent people, and our utmost desire is to serve the collaborative relationship we build together. One way for us to do this is to tell you a bit about who we are, how we work, what's vital in our lives and practice, and our commitment to you.



1 The Story of Us

We partner with our clients to assist them to unleash the creativity they already have, to give everyone in the organization a voice, and to support continuous learning within the organization. We help them create joyful, productive relationships and workplaces.

We do this by two primary means. The first is Dynamic Governance, an approach to making decisions in groups that is totally different from what most of us are used to, leading to resilient, sustainable organizations that hear everyone's voice. The second is the Blueprint of WE Collaboration Document, which businesses and individuals use to build trust, creativity, effortlessness, and resilience into their relationships; you are reading one of these now. With these two primary methods—both of which are used around the world—plus others on which we draw as appropriate, we can help clients address many of the organizational and interpersonal challenges they face.

We envision a world where individuals, groups, and organizations of all sizes are engaged, resilient, life-affirming, sustainable, and full of joy. We find great joy ourselves in providing implementation services for Dynamic Governance and for the Blueprint of WE.

We are drawn to clients who are interested in creating a work environment where every person learns to be both leader and follower. We believe you and your people have the best questions, solutions, and answers. Our job is to help you design ongoing

structures to draw those out with the quickest most inspiring approach and follow them through to completion.



2 Interaction Styles and Warning Signs

Each of us has a unique way of interacting with the world. This uniqueness includes how we experience our personal power, the power of those around us, and the power of those whom we may lead. It is our experience that working together gracefully requires power-with rather than power-over relationships. Relationships develop constantly; surprise events, stress, and triggers from past experiences can throw them into turmoil. As we begin working together, if you can share with us how you show up in the world when you are stressed, we may be able to help you pull back from the edge. We will invite you—and we will do the same—to share what it looks like when you're stressed, and also what you might need at that time beyond what you could possibly ask for in the moment.

- What's most important and interesting to us is to hear you talk about your workplace; what works, what you might want to change, what you really need. The more we know about your environment, the better we can help you design what fits your needs.
- Clarity is crucial. If you don't understand, please ask questions.
- Talking about power and governance can induce a wide variety of feelings from elation to skepticism. Please note any such feelings and share them as you wish.
- What you experience may sometimes push your boundaries. We ask that you experiment with stretching your comfort zone, and give us feedback along the way as well. For many, personal growth is a by-product of working with new ways to relate or govern.
- If something seems off, we'll mention it. We ask that you do so as well.
- We like to have fun while we work. If the work feels too stressful, please mention it. Let's find a way to make it more enjoyable.



3 Expectations

It's our belief that our working relationship will benefit if we talk on an ongoing basis about our preferences and expectations regarding the journey we're taking together. So that we can better serve one another, checking in and asking questions works better than relying on assumptions. We want to know your expectations and will tell you ours. We expect to

- Stay with you throughout the implementation process we agree on.
- Be available to help problem-solve difficulties.
- Feel happy and proud of our accomplishments together.
- Empower you to guide your own implementation process.
- Build a long-term relationship with you and your people that supports your organization's ongoing development. Over time, interaction may be less frequent but will still remain deep.
- Link you to others using the same methods if you so desire.

We ask that you

- Follow through on our recommendations that you accept.
- Respond to our e-mail communications and phone calls within a timely fashion, 2-3 working days or less. We will do the same.
- Talk to us if what we're doing appears not to be working. We usually have solid reasons for our approach. Maybe we need to learn more from you about your specific needs.

In addition, we'd like to agree that each of us can ask for everything, always. Ask us rather than censor yourself as we're happy to see if we can comply. The flip side to that is agreeing that we'll always say our truth when the other asks. We find that doing things out of obligation can get heavy for everyone and then it can be hard to know when someone is responding authentically.



4 Questions to Return to Peace

We chose to create this Blueprint of WE because we wish to live a graceful life. Sometimes the unexpected can get us off track. If so, we commit to having a conversation to bring the situation back to a peaceful place and we ask that you do the same. These possible questions can be used as a tool to get us there:

1. Are we each getting what we anticipated?
2. Is something no longer working for one or both of us?

3. Is there something difficult we're avoiding saying or doing?
4. Are there outside influences that are affecting how we're working with each other?
5. Does money or perception of fair exchange play into the situation? How and why?
6. What's really working for us right now? How can we expand on that?
7. What do we gain by continuing or ending our work together?
8. Is it time to redefine or redirect our work together?



5 Short and Long Term Agreements

We propose contacting each other within **3 business days** if something seems wrong or off. That means we agree to broach the conversation, even if it's only to agree to have the whole conversation at a later time.

We agree that if for some reason the conflict is more than we can resolve, we will not do anything to outright harm, speak negatively to others about, or intentionally create more pain for the other.

If something unimaginable happens and even re-reading our Document and getting together to go over the questions seems too difficult, we propose that we will get back together again in **3 years or less** to find our way back to peace.

Use of This Document

We've written this Blueprint of WE as a way to place our relationships with others above all other business concerns. We want to nurture our relationships and enable them to grow rich and healthy, which we find positively impacts the bottom line of your organization and ours. As our work together progresses, we'll be adding more to our portion of the Document specifically addressing our relationship.

Typically both parties in a relationship prepare a Blueprint of WE. We encourage you to email us your thoughts on the 5 Components, as we would love to hear more about how you work. We can provide you with guidance to help you do that—just ask.

Sheella Mierson

If you want to know more about creating your own Blueprint of WE Collaboration Documents, used around the world to create business and personal relationships built on trust, please ask us or visit our website.