

Come on camera, come into the room, be with us here today as we are leaning in and recovering amazing topic today.

So wonderful.

I see some people on the camera already, Greg, Alexander, Patrick.

People are saying welcome in the chat.

It's wonderful for you to let us know where you are from in the world.

We are meeting one another from all around the globe.

It's amazing that we have technology these days that can facilitate that.

I am in Australia, in south of Sydney, and it's beautiful morning here where I am.

So let us also know what is the weather like, where you are coming from.

I like that, Greg.

Santa comes first to New Zealand.

Yes, I love that.

Beautiful.

And so I'm Tanya Serfontein.

I am a member of the Enterprise Agility team, and I am today co-presenting with my friend here, Manthan, who's also a member of the Enterprise Agility community.

So thank you for waving your hand there, Manthan.

And it's wonderful to be hosting this event with you all today.

We today are going to explore how we can get our audiences to stay playing one thing more from our learning experiences.

And their learning experiences come in many forms.

So some of them are meetings, some of them are training opportunities, some of them are video content we make and we publish to the world out there.

Are there any other ones that you are familiar with that you can classify as a learning experience? I'm curious.

Let me know in the chat.

I'm curious to know from you.

So as you are doing that, I would like to acknowledge you for being here today because you put your time

aside and you decided to learn about your Enterprise Agility, definitely, but about how to create memorable learning experience.

And I'm seeing Eric, Greg is saying the conference is a learning experience.

Thank you, Greg.

Yeah, so attending conferences, having conferences, they are definitely rich in content and opportunities to learn and integrate.

Especially and look on the job training.

And this is the beautiful thing, the skills and the knowledge we are sharing with you today.

You can apply everywhere, even in your family.

Who gets this family or even learning experiences, especially for your parents, but sometimes little ones teach us as just as much.

I see there's some more people typing.

Making a good coffee.

Yes, that's a learning experience.

Thank you for sharing.

Daily interactions with people, absolutely, working with people with different backgrounds.

Yes, diversity.

That's a big one.

Thank you for your share.

Lairaup.

I hope I pronounced your name correctly.

So again, I'm acknowledging you because you are showing up wanting to know more about how you can make these experiencing amazing.

And you have scheduled yourself to be here today because some of you are dining in late at night, very early in the morning, or perhaps a much more decent time in the day.

I love it to have you here in the room.

So I'm curious who here are new to creating maybe facilitating events or meeting scheduling or like hosting meetings.

Who are joining this topic for the first time or for the first time exploring to get to know more about learning how you can create this memorable learning experience.

Let me just know in the chat with, yeah, I'm here to learn.

Just type in the chat.

I'm here to learn.

And then now some of us, I love that.

I see Andrea, you're typing.

Yes, we are all here to learn.

I love that so much.

And some of us, we have already created amazing events, opportunities to teach people, train people, facilitate them, have them debrief retrospectives, even there's so many opportunities.

So I want to welcome you to today to let you know that I believe we are going to add so much value to you today as well to up and improve those events and make them memorable for everyone.

So what is important for us to create a memorable experience is that we explore the mindset we need to have.

We need to know some tips, tricks and treasures of how, where we can sprinkle those experiences in and how to make the event itself a memorable learning experience.

And the beautiful thing about this is we can do it for ourselves as well as the people in front of us.

It's not just one party that's benefiting.

Everyone is benefiting.

So to create an environment like that is we have to set some standards.

One of the big standards is energy.

Bring the energy to the room.

If you want to have an amazing experience, bring your amazing experience.

So I want to see some thumbs up.

Who is agreeing with that? Show me some thumbs.

You're up, you're in for this.

You are ready to bring the energy.

Yes, I love, I see some smiles are coming through as well.

Yes, so we set the standard.

Let's bring the energy.

More than that, we are ready to bring some love and championing for one another.

So share.

Yeah, I'd love that.

You just raise your hand, Eric.

So I'm curious if you want to ask a question I'll get to you in a moment.

But we raise our hands.

So yes, I love that you are ready to championing and acknowledging one another.

So share with me your most favorite emoticon in the chat.

If you're ready to championing another person who's contributing something in the chat, sharing an insight, bringing some value, because it takes a lot to speak up in this space.

And if you create a memorable learning experience and you want to have more people engaging, championing them, invite them to come back.

I love that.

I see some, there's some, Greg, thank you for being the first to give us some favorite, your favorite emoticon in the chat at the moment.

And to make it even more amazing, another standard is lean in and contribute.

Share your insight, share your experience.

I love the fire, Amani.

That is amazing.

So who's in for those amazing standards in the room? Give me some thumbs, give me some energy.

Yes, I see some smiles.

Wonderful.

So there's a quote from Remy Pearson.

It says, if you want to be, if you want to have it, you have to be it.

You want to have amazing experience, be yourself an amazing experience.

So I'm curious about your intentions for today.

But before I go to get to that, I'm going to share with you our intention.

So if I can get my slide to move on, our intention is essentially to help you to set the intention for an amazing outcome, to help you to create an environment where we establish trust and facilitate connection.

And more than that, we're going to help you to ensure that your audience is taking away some value.

Who's loving, knowing that you're going to learn some great things today.

Absolutely awesome.

So in the next moment, we're going to invite you to go into a room.

We're going to meet some fellow participants in the community.

You're going to share what it is, what is the, tell them a little bit about you, where you are from, as well as what is the intention you would like to set for yourself for this, for today.

Because where our intention goes, our energy goes.

And then we get information back.

We learn.

Beautiful.

So we're going to go into a breakout room in a few minutes.

We'll start with a person's name closest to M You can tell us first to where you're.

from and what's your intention for today.

And then you can tag the next person that goes after you.

I love that.

So we'll see you back in five minutes.

Welcome back.

Welcome back.

I see people are coming back into the room.

Have you made some interesting people in your room today? Yes.

I see some smiles.

Beautiful.

So I'm going to get my screen back so I can share that with you.

Give me a thumbs up.

Can you see the slides? Can you see it? Yes.

Beautiful.

And just champion your room.

Just champion your room.

Let me know that the people know in your room, but it is that you just loved about them.

One thing, one word.

Just championing our rooms.

Beautiful.

And some people, can you go back onto mute if you are back in the space? Yes.

Thank you, Greg.

Your team, you say they rocked.

Diverse, they're up.

Absolutely.

People from all over the world.

That's already diverse.

I love that so much.

So beautiful.

So let's move on.

So let's start to cover some topics.

The first one we are looking today is how do we set the intention for a great outcome? When it starts exactly there, we have to set our intentions, put our intention onto the outcome.

So as a trick or a treasure we've just done is we put you in a breakout room.

We got you to mingle with one another, introducing yourself as well as you've set the intention.

The power of setting the intention is you're activating your brain.

You're activating your particular activation system which is saying, oh, I'm on the hunt now for something which brings you into this place.

People are less distracted when they are doing setting intention.

More than that, it releases dopamine.

And dopamine is our reward chemical and it makes us feel absolutely like we're on a journey.

Now there's another very, very important.

Very important.

Okay.

There's an echo, apologies for that.

There's a very, very other important concept around the intention you are setting for your room is to remember who's in the room.

You will always have three level of people in your room.

You will have beginners.

You will have people that are on the journey.

And then you will have people that have done this thing that you are talking about, that you're educating people about that have vast experiences.

And create an inclusion environment by the statements you are bringing as well as the content you're delivering and the activities you are sharing.

Who's loving that? Who's loving that? Yeah, beautiful.

So, and then this one month and I would like you to start sharing with us why this concept is so important when we set our intention for the room.

Yeah, thanks, Tonya.

So, hello, welcome everyone.

I'm Manthan.

I am a pragmatic agile coach coming and joining you today from Melbourne, Victoria in Australia and in a town called Jilong.

So it's nice and sunny out here.

So great start to the Sunday and what a pleasure to be with you today.

So how, why are learning styles important? So if we know, we talk about ourselves, we all have a specific way of how we learn.

We resonate certain things and a lot of this is either we get used to in our early childhood in the environments we've been exposed to and what we did.

And I want to talk to you about these six different learning styles and would love to know a little bit about yourselves.

And as I'm telling sharing a little bit more, if that resonates with you, please put that learning style in the chat and let me know what your learning style is.

So let's go around in no particular order.

So the big picture learners, they like to see the whole roadmap.

They like to see the vision.

They like to understand why are we doing this? What is this? Why is this important? Tell me where I'm going before taking me through a journey.

You can't just tell them saying, okay, we're going to go on a road trip.

They'll get anxious a little bit.

So they want to know a little bit about the vision.

What's in it for me? The next one is a reflective learner.

They are going to be looking at, they immerse it, they think about it.

When you are in your room, you'll see them either in a very compose mode, thinking a lot, taking a lot of notes.

They might not engage a bit in the early on as they are reflecting, they'll start taking a lot of notes.

The relational learners are the learners that are really looking to understand, yes, this theory is good, Manthan, but how does this help me? Tell me a good use case.

Give me an example.

Tell me how does it relate to my real world problems? I really don't care about the theory.

The sequential learners on the other hand, they love it how to step by step guide.

So if I tell them step one, so that's where sometimes your music videos, when we say put your left leg in, put your right leg in, so a lot of people start dancing on that because it's like sequence on that particular one.

The interpersonal learners are learners who love to learn in groups.

So they engage really well, they really love study groups, they want to be with each other, learn from different perspectives.

They like to be together, they don't like to be alone.

So if they have been given homework, they sometimes struggle with doing homework because they want to do it in a group setting.

And the self-paced learner, this learner loves to be by themselves to absorb it at their own pace.

They will not love.

They will not resonate when they are forced to interact.

So these learning styles are really very important for you to understand.

Why it is important? For me, I'm sometimes a reflective and a big picture learner.

If I were to previously, I was creating content was always through my learning style and then I was losing audiences.

Now I've understood that my style is okay, is great to teach from.

However, there are these other four styles that are also important.

So always know your audience, gauge their learning style, and then create your content and if you can, pull that learning style.

a lot of relational learners, big picture learners, interpersonal learners are coming in here, so it's really great If you move to the next one, Tanya, so yeah, as we said, share if work resonates,,

which is great Thanks for sharing some of your insight and keep that in mind next time you're.

curating content for yourself and for others Have you taken the learning styles into perspectives?.

So now what we are going to be doing is this is going to be for our interpersonal learners Some of us are really going to love this exercise We're going.

to be sharing as a group, so think about, I would love for you to think about these two questions.

First and foremost, when was the last time you were part of a memorable learning experience or even a memorable experience for that matter? And the second question that I would love for.

you to think about and do a bit of reflection and share with me, when I tell you the praise memorable learning experience, what comes to you, what are you expecting? So I would really invite a few of us to come off mute, share their perspectives or even use the chat and tell us what it means.

Thank you, Greg, for leaning in.

Yeah, so the last time I had a memorable experience was when you get recognition, when you're acknowledged, when you feel like you're contributing towards something and involved being part of it, being seen, being heard, all those things Wonderful We are in this age where we've got.

remote but we still get learned by death by powerpoint We don't want to do that We want people.

to come in there spending their time, be part of the journey Thanks for sharing that.

So Siddiqui is saying engaging and interacting learning sessions are the most memorable for me.

So thanks for sharing that Siddiqui Would anyone love to share when I say the phrase.

memorable learning experience, what comes to you, what do you mean, what does that mean for you? I would invite someone to come off mute and speak into the room This is an opportunity.

as we are in a room where we all learning skills to create opportunities, to create memorable learning experiences Come off mute and share I would love for you to come off mute and bring.

us your wisdom Yes, I love that, Eric Energy and interaction So Amani, I would love you to.

come off mute, to come and share, to create that interaction because this is how we do that Yes,.

love that Hello Hello, hello Hello everyone I think it's about memorable learning experience.

It's about energy I think I was one time, I just joined a community of,.

like, it's about energy It was like a challenge with the Tony Robbins And what was amazing.

in this training, it was the energy and the interaction Even it was like,.

there was an American, I was in Tunisia It was far too far away And we do it in the,.

like, in the really late in the night We still seven hours, like in line connecting with other.

people from all over the world And what was like impacting me, it was really like we would share.

energy was like in spiritual moments And we even cry, laugh together And you even with this.

far distance, really, you feel people, even if you don't know them So this was really my experience.

Thank you so much I appreciate your share Amani And who's loving Amani share? I want you all,.

this is how we create this event And this is how we create memorable experiences And to add to.

what Greg shared earlier is when we recognize and acknowledge another person Because who gets this.

to come and speak into an public forum like this, it takes a lot of courage for a person to show up.

So this is your opportunity now Let's give some support and love to Amani Give me a motocons on.

the screen or something in the chat And Amani, I love it You were raising your hand You were.

leaning in You were bringing you were showing us your heart So I really love that so much about.

it And this is exactly how we do that We do it by creating interaction and engagement.

And as humans, the best way we engage and interact is by talking with one another.

And validating Yes, beautiful Thanks for leaning in Amani Thanks for sharing that.

Really appreciate it So if you go to the once we've got a little bit of an understanding of.

what this means for you, let's see what's coming up next for us So where our journey is taking us.

So yeah, this once we've got the intention So intentions are the building block,.

the next building block that we need to have is trust So it's intentions without trust is.

pretty much nothing So you can't go anywhere If I don't, if you don't trust me in our journey, the.

journey that we're going to go towards, you're going to be a silent observer So we talked about.

one of the things that got shared for us is saying, are you being a cog or a log? So cog is someone who is contributing learning together A hog is someone who is just making everything.

about themselves and allowing someone sitting passively, just enjoying the vacation that they're getting to be in the event We want to build trust We don't want the, we want cogs in there so that.

you are sort of building that energy together And how do we do that? Greg had alluded to this a.

little bit earlier on We build trust by using something called universal agreements.

These are the foundations for us What we talk about is first and foremost, our right to be seen.

So where we build a safe place where people feel okay to be vulnerable and share and Amani really be lent into that She was really sharing a really vulnerable moment with us She showed that it's.

okay for her to be seen The right to be heard is you feel belonged You feel that it's okay to.

share your opinions However, good, bad or constructive they are You have that ability.

You're building that trust together You also have the right to be empowered Now what that means is.

when you want to take a certain direction, you have the empowerment to sort of guide the group.

If you're going down a rabbit hole to bring them back We use something called a.

I forget the name of the cartoon series, but as soon as I tell you the red puppet, that name should come up to you The big red puppet We call it Elmo So that is the right.

to be empowered Sometimes we say if we don't, if someone's holding a hostage, pick up the.

egg, let Elmo come up, which is saying enough Let's move on So we bring that trust together.

The next building block for us is to write to be part of a group So when we are doing.

long events, sometimes we are doing sessions which are over multiple days or study groups.

We don't want that individuals that can't participate lose out So we want to create.

that atmosphere that you can come together, learn as a group, and you can continue and be part of that group By doing all of this, what we're doing is we are enhancing our ability to engage and.

collaborate Once we create that universal agreements and agree on that, our intentions and.

our trust give us great benefits What are those benefits you may ask? We humans, whether you.

like it or not, we are social beings We think logically, but we always react and make decisions.

emotionally A lot of those emotions are driven by a lot of our mood And how are we feeling?.

Are we feeling psychologically safe in an environment? Or are we feeling threatened? Are we feeling disengaged? That really drives what kind of experience we're going to have.

Sometimes even a bad prior experience then leads into the next one So how do you break that chain.

when you come into a new experience? The next one is around neurotransmitters So Tanya shared a.

little bit about dopamine We also have other ones like adrenaline, oxytocin, serotonin These.

hormones are really important for us to be elevated One of the tips that we use as.

facilitators, we always leave aim to lean in We are standing, leaning in, talking to you,.

being with you, even though we are so poles apart We are there so that I'm physically.

leaning in and with you in the room I can feel that the energy, even if it's virtually,.

that gives me that hit of dopamine in me that neurotransmitters say, yeah, I feel energized.

I can be part of the group I can impart some great learning experiences So.

tell me what's coming to you in the chat from you Are we okay? So we've set intentions So for.

the rest of the time, are we happy to take really trust, use these universal agreements, using these universal agreements for the rest of our talk? Give me a thumb up, give me an email, high-five, give me whatever resonates with you, or even do an intrepid down Sometimes we.

like to do that Yes, I am with you Cool Let's Before we move, actually, this is what I want to.

do So this talk, this event we are having today is so we can share with you how you can create.

a memorable learning experience This whole talk is working on this model that is part of the.

Enterprise Agility framework So I now want you to share Come off mute, share with me in the chat.

What components have you already seen today that is helping a person to be feel that they are seen? Let me know in the chat How do you know people are feeling that they are being seen?.

Let's bring the energy We made an agreement in the beginning You gave me a thumbs up We're.

bringing the energy We're leaning in So let me know in the chat how are we creating being seen?.

Acknowledgement and energy, absolutely.

But a little bit more about the room chat It was a good step Absolutely, Patrick This is how.

we create being seen How else? I think Siddique wants to share Okay, beautiful Yes Yeah.

Hi My name is Lareeb The one thing I wanted to say, piggybacking on what we were talking about.

earlier, I think when the people who are in a group have a really strong passion for what they're talking about and they really care about what they're teaching and explaining to everybody, it has a huge difference because I've had a professor one time in college He had,.

there was a woman's health class and there was only four students, but the class was set to be for 50 students He's like, I could teach this or not, but, and it doesn't have an effect, but.

I have a passion for this subject and I'll come here every day once a week for my four students and I will teach you guys whatever you guys want to learn because I care And I think that has a.

really big effect on this Yes I love your share, Lareeb It is how people show up,.

showing up with a heart of care I care about you learning the skills so you can go and create.

amazing experiences That's why we're having this talk I have partnered with Manthan because we have.

a shared care and we are bringing this today So I love your share, Lareeb This is how we show up.

and this is coming back to us as, I'm going to use the word facilitators, but it's for all the spaces where we show up We bring our passion, we bring our interests, we bring the things that.

we, that is our values I love that so much Beautiful So yes, we facilitate the right to.

be seen in a space like this by engaging in the chat, by acknowledging people, by calling them out by name, who you can remember that when you joined today, I said hello to you by your name, especially if you come on camera I see you I can engage with you It's so much easier for me to.

connect That's visible And then I'm aware some of you cannot come on camera because of your.

environment, but this is the gift of getting people to be on camera You allowing them to be seen,.

which then has the ripple effect of those beautiful hormones being released I love this so much.

So let's, oh, and there's a valid, valuable one You shared this before, Greg, acknowledging and.

validating people Again, you're letting them know, I see you I see your contribution Like you shared,.

Lara, beautiful I see, appreciate, and I'm acknowledging you And think back, how does it.

make you feel when you're being acknowledged for your contribution? courage Same with your share before Amani Yes, Amanth.

And Tanya, what's coming to me and we would have seen this And I try to take a lot of.

inspiration from kids animated movies because they drop a lot of poems And in the latest.

Avatar movie, they have this gesture in their culture that they sort of greet each other by just saying this, which is saying, I see you for who you are I, except for who you.

are, I'm here with you together And it's sort of sort of encouraging them that, okay,.

you matter I want to have that interaction with you And I'm acknowledging you I'm not.

just looking at you as one frame in my virtual meeting You are an individual that's coming.

in So that really is amazing to see that we are able to build that connection as we.

go through Yes, I love this I love how this conversation is evolving Manthan, is it okay.

that we spend a little bit more time here? Definitely And probably I would love for.

others to also come in and probably let's do this exercise If you feel okay and you.

can give me your five seconds of if you're sitting down, get up if you can And just.

let's just do the, how do I put it, the wave dance.

Wave dance Look Now bring some energy in your body Bring the movement Because now.

we are bringing in that and I'm seeing now the people I'm seeing on screen I'm seeing.

you I love how you bring the energy and money Greg, you're doing some dancing on.

the floor Probably break dancing I'm going to go there.

He's doing the worm So we're waiting for you to do the worm.

MLE MLE MLE.

I love that Love that So yes, it's also about bringing the energy I love that how.

we are bringing the energy and this is part of the system It's part of this process.

Now we are being seen as living human beings So have you ever hear people that are sharing.

they are disconnected or you see that in the room they are disconnected Bring in an activity.

that's going to bring them back into the room, getting them to participate and to share.

Imani, I saw you raised your hand earlier What is it that you would love to share with.

us? He just reminded me about also one piece When I see it, really I appreciate the boy.

how he was like believing his dream until the end and he made the team Everybody works.

in his dream This is like really I say to myself, it can be like when you have really.

a dream and you believe in yourself, you can just go to the goal directly and everything will be in line with your dream and everything Energy, God, everything you can like your.

choices like go through the goal without even thinking about them So I really like it.

I really like it.

Yes, I love this so much Thank you for your share, Imani Who here gets to see and experience.

that when you are being seen, it unlocks your passion, your energy Yes, there you go, Greg.

I see your hands are straight up Imani, you just shared that beautiful share So there's.

so much value in acknowledging people and allowing them to be seen So let's move on.

to the next one How are we making sure people are being heard in these events? How do we.

do that? So tell me, I'm curious We did some of it on how we are making sure people are being.

heard We did an experiment a little bit in this earlier on What was that? So I'll give.

you the answer So sometimes we struggle as a group to be really speak up in a public.

forum So we created an atmosphere where we broke out in smaller groups We created that.

one-on-one interaction for you So you went into these small breakout rooms You got to.

build that intimate connection a little bit You felt that you didn't have to be that anxious.

because it was a smaller group that you are okay to talk in a smaller group sometimes.

And as we come up, and I have that same anxiety a lot of times, is if I'm going in front of 500 people, I'm not going to be going and introducing myself to everyone, but I'll go introduce myself to smaller groups if they're already formed That just creates that ability.

to be seen, ability to create that safe environment And once you do that, you then create it.

over a period of time.

Wonderful I love your share month, and I want to build on that If you recall back to our.

session in the start of our session, thank you for your share, Greg You said, let's.

call, we acknowledge people by their name I said, hello, I called out your name, especially.

if you were off camera, like Patrick, you heard me say hello, you Eric as well, Greg, everyone that was off camera at the moment when you come on, we said hello Then very.

early on in the meeting, we have a breakout room so that we can help people get rid of this anxiety of we step into a new space We don't know the people, especially if you.

have a lot of people that are off camera, we don't know the reasons why they're off camera We don't know what they are doing And it's already creating anxiety inside.

of our brains because we don't know But by putting people into breakout rooms, we can.

hear what, for what, maybe there's a reason why they're off camera, like what happened in my room She could share a bit more about our environment, but she contributed into.

the room, which is beautiful Love that so much And I see Renee.

I think Renee wants to share something So Renee, please come off mute or come on camera.

if you're able to, to share your insight I will try Yeah, I know I'm from a small.

group and small groups, you know, having breakout sessions is great Well, the situation I.

typically in is I'm dealing with large groups I'm dealing with, you know, a couple of hundred.

people who are doing a change We're doing a transformation for a company And we want.

to, we want to engage with these hundreds of people, but we don't have that we can't scale this way So what

we've done in the past is we armed the managers with information.

And then in meetings, we say, listen, reach out to your manager We do that We provide.

them with other mechanisms so they can give anonymous feedback to us and so that they feel comfortable with that So provide them multi channels because sometimes, you know,.

and it's cultural, you know, it's individual People don't feel that they can always, whether.

they want to communicate their, their either displeasure or their ideas or their beliefs in a even one-on-one form, public or one-on-one form So we need to provide them other avenues.

so that they feel like you go type it in, no one knows who I'm at I can send them this.

message I don't, I like this I don't like that, whatever it is And then the first.

thing they feel probably most comfortable with in many, many cases is their manager.

And giving the manager enough, enough arm, armament, army in hand so that he can answer some of the tough questions Why are we doing this? Okay How's this going to impact me?.

So we do a multiple ways and over time that way a person can say, okay, I know what's going on I think my voice has been heard And then when other questions come out, we.

publish them and if they queues on the site, this is a great question It was the answer.

So that, oh, that's the question I was going to ask Who asked that question? Here's the.

answer So we give them multiple ways to engage with us so that they feel that they've been.

touched or they've been heard in this process And they feel much more comfortable about.

embracing and adopting the change.

I love it.

That's my.

I love it.

Thanks for sharing that, Renee, because a lot of the time is we want someone to create that forum for us and to drop that anxiety And by doing that, it really helps people.

to actually lean into the change and make it a successful change as opposed to being a passenger on it, be a contributor on it So they can then talk about it So let's see.

what's coming next onto this for us.

Yeah So first of all, I want to say thank you to everybody that brought their insights.

already from this experience and also, Renee, for you sharing, because you highlighted at no matter the scale of an organization, it is all about the one-to-one connection, making sure people are being seen, heard, and feeling that they are empowered, which is essentially what it's all about So this is just a summary slide of

how we have built trust in this session.

So one thing which I want to point out, which is the last one over there, last bullet point, how many of us have heard the concept of called host leadership? We've heard about servant leadership, but have any one of us heard about host leadership? So I will explain a little bit about what that means So I give you two, an ability,.

there are two rows in front of you And behind those two rows are parties that are going.

on Row one is by a famous celebrity who is hosting a party You go into that party This.

is what you're going to see The person is everywhere That person is the center of attraction.

You as the person who are invited into the party are sitting behind in an isolated place.

The music is not what you wanted The food is probably stale The drinks are not fizzy.

and you can't talk to a lot of people The second door is that same person is gone in.

there You are part of that party As soon as you enter, it's like, hi, Tanya, welcome.

Welcome to my party I really love for you to be here What can I get you to drink? I.

don't see you having a drink in your hand What can I get you? And then that person invites.

you in that particular party and guides you through saying, hey, here's the food section.

I know you like your fish I've curated this fish for you For example, it's come straight.

from Tasmania today So please go enjoy it and tell me what you like about it And please.

go feel free to tell the DJ if there's a song that you would like to dance to and bring your group to it If you have a choice, would you go to the party behind door one or behind.

door two? What is that comes to mind? So tell me if it's door one, put one in the chat, door two put two in the chat I want to go, let's party where we can play on the music.

Yeah So when you're going to door two and you're going to that party, that person is.

doing what a host leader does The party is not about the host It's about the participants.

It's about the individuals that have come to the party because can that person party by themselves? They won't enjoy much, right? So the party is made up of the people that are coming to celebrate the event So they need to be filled and powered They need to.

be part of it So think about that concept when you're going in and building new learning.

experiences It should be pretty much about the group, not about you If you can fade.

away in the background, that's even better Especially when you're doing a physical workshop.

So that is one of the things I wanted to highlight here today.

Love that, Che Yes, it is about how we can bring value But we as facilitators, presenters.

or people in the center, we are becoming invisible And it's like you shared earlier,.

Renee, you actually shared how the leaders are invisible, but connection is being established.

And that's all about the way you have thoughts about this So beautiful Love you, Che Who's.

taking value away from what we have done so far? Just give me a thumbs up If you're.

on camera, I would love to see who's taking away value Yeah, we all take Yeah, beautiful.

So is it ready that we move on to the next slide, Martha? Yeah, let's go So the next slide is all about how do we make sure we take value away from.

the session? So, Martha, do you want to speak into this? Yeah, definitely And we have, we heard about this a little bit is, and this is a very well.

known quote from Benjamin Franklin, they say, tell me I forget, teach me, I remember, involve me, I learn So when you want to learn new things, you involve them And how many.

of us, when you first learned the English alphabets, the first introduction to the English alphabets was, now I know my ABCs, next time would you sing with me? It was that song, right? It's imprinted into a memory The purpose was not to teach you the song, the purpose.

was you to teach you alphabets, which is really boring for a one year, two year or three year old saying, okay, please tell me, repeat after me, A, now do B, now do C So making that.

song, they were involved, they brought in their energy, they brought in however they wanted to sing it.

they remember it and we as adults have to continue that level of learning involving our participants, involving them in various activities, be it group activities, be it sharing, be it connection, being other things so that we can bring their learning perspective and teach you as participants what works for them as well and as a facilitator that give you shared progress because if you are going in as a facilitator and you've spent three hours, four hours preparing for it and then you given that training for four hours and you see crickets, no one's engaging, I did not get you I am pretty beat up after that session It's like what did I.

do wrong? Why did anyone not engage with my content? What happened there? I am really in the dumpster after that four hours of training because I thought my content was great However, I failed to involve.

the team members I failed to involve the participants so they were like, you're telling me something,.

you're doing a broadcast How many of us have been in presentations or learning and said,.

hey, you see the slide? There's too much information on that you can't read this but trust me, this is always relevant for you Again, those sort of things is not required because.

team members that are learning have a very limited time span or a window to be engaged.

Yeah, I love that If you remember anything, remember this Tell me, I forget, teach me,.

I remember, involve me, I learn Make that your motto for your next learning value Always try.

to involve your participants to learn and you'll be amazed how much you learn about yourself in that journey
Yes, I love your share More than that, when you involve a person in the learning.

journey, you are helping them to bring more of who they are into the scene, which is essentially their subconscious mind, which is their body, their thinking, their feeling, their senses, their engagement, their interaction with one another I love this share so much Thank you,.

Manthan How we bring and bringing value to your sessions is by making sure that we facilitate.

mental agility at the end of the day Who you just see this resonates with you Who you.

is feeling that they are having an expanded experience just by being in this room today? Give me a motor on the, yeah, I see some heads nodding You're beautiful Who you feel that.

they have been stretching their mind They are learning more things Yeah And they've learned.

from someone else What has been value that you've taken away from somebody else?.

Yeah, I would love to see in a chat But what is one thing you've taken away from someone else today.

that has been valuable? You can even come off mute.

What has been some value? I see there's somebody typing Amani, you're typing.

There are various individual perspectives on how for some interaction, benefit each other Yes Love that So I'm hearing you taking value of learning how to improve and.

expand social interactions by little things you can do, little easy things you can do Beautiful.

We are also learning how to develop ourselves emotionally because we learn how to regulate our emotions or to bring our energy, bring our passion, bring our engagement, inspire others to also bring their, like you shared earlier, Amani, you feel alignment with where you want to go with the purpose in your life And that happens when you have people in your room, you give them.

enough content that they can integrate, learn and process that and that will get them to take it into their life and they will come back for more because they've learned something from you.

And we remember the people that gives us the memorable learning experiences You could just.

think back on the most favorite holiday Think of who was with you on that holiday You will not.

forget because they were part of the experience Beautiful And then continue learning like you.

shared Patrick, you're expanding, you're learning from others by showing up to engagement, learning experiences that are facilitated memorably You just expand your learning and then we build resiliency.

and adaptability And you aren't shared a very interesting one and especially it's very important.

for us since we as a global community across the world have come off the pandemic is where there's so much happening in our lives inside outside work A lot of the times we are present,.

but we are not present And which is very important is as facilitated as be patient,.

give them that time Don't just bombard them with material after material after material And then.

they're still recovering from something that they're still recovering sometimes.

They're still recovering from the previous trauma in a meeting where or in an event which was not something that they want So probably give them that space and time to recover as well.

Yes Beautiful I love that shade And who amongst us are sort of, this has sparked your curiosity.

and you sort of are going to continue learning after this around this.

Yeah That is also for us to building that resilience adaptability because.

it's a new skill that we are learning as a group How can I now use this to incorporate.

a part of it to incorporate in my environment if I can't incorporate everything? Yes And it's a process It's a journey It's like you learn one skill Okay I want to just.

learn and practice to say people's names when I walk into a room That in itself is a great skill.

And then on top of that, you build more and more Asking questions is another one.

Beautiful I love your shade And thank you for your shade, Joanne.

Yeah Sometimes people have different experiences than what we have So by connecting with them,.

we get to understand who they are and how to create space for them And month on to your share.

A lot of people are going through trauma Trauma is not always resolved on its own.

We resolve it through connection by being with others, by receiving love, acknowledgement, and appreciation And we do that when we are with one another So I love your share so much.

We are going to go, before we go into a breakout room, Anton, is there anything you want to share last minute? For me, that's one thing which is coming up was a very interesting one is based on the trauma And sometimes you want to achieve a lot of things You have a topic.

and that resilience a little bit You have an agenda that you've set in mind Now,.

if the audience wants more information on item number three, let your ego go Allow them to.

immerse in item number three, get them engaged, get them to be part of it, and then have a conversation saying, we still have a few more things Can we do a follow-up session on this? Or can we do.

something afterwards? Because when you've got a captive audience, you want them to drive the agenda a little bit without derailing it But they're asking you for more information Give them that,.

as opposed to just bulldozing through the agenda that you wanted to cover.

Yeah Thank you so much for your share, Anton So we're going to go into a breakout room now.

And this, I think we have about five minutes, maybe seven minutes Eric, you will know.

Yeah, we've got around five minutes for this, probably.

So in this breakout room, we're going to invite you to now reflect on your takeaways What are.

you taking? What has been valuable to you? And then what is one thing you can take and implement in your life? Because we shared so many gold nuggets today It's possible for you to even really look.

at this video or the session when it's in video format And I know Eric will publish this soon Go.

and pick up the nuggets because there's so much value here that you can go and you can create memorable experiences wherever you are You will be remembered People would want to have you.

in their spaces, as well as they will remember the content you are giving them And that is.

valuable because who knows that what they are bringing to the world is valuable Yeah Yeah,.

you are valuable You are a unique human being You have incredible insight and experiences,.

and others can learn from you Be it you are a parent, all the way through to you facilitating.

big workshops, managing amazing companies and organizations Beautiful So when you're ready,.

Eric, you can open the room Welcome back Welcome back, everyone It's good to see you coming back.

How was that meeting your roommates again? Yeah And did you hear some amazing takeaways from.

everyone? Hi, Michael Seeing good to see you on camera Yes Lovely to see you Beautiful face.

Thank you Yeah, it's good to have you here Awesome So we learned a lot about in our room,.

and Patrick was really buoyant and saying, he, we did, we did walk him off the ledge He was leaning towards using the threat of guns for.

people to come on camera, but we walked him off the ledge saying, let's use a BB gun and not a propaganda and make a pistol or play pistol out of it But his share was as an introvert,.

he loved it So would love for you to share a little bit more if you feel okay, Patrick?.

I'll pretend I can get through this, but yeah, I mean, it's all about people being comfortable, being able, your ability to bring people out of their shell and to them to feel safe enough to have honest conversation The beauty of this interaction, especially for me, I leave having.

more questions than answers And that makes me feel like I am learning something and I'm picking up.

a lot of diverse views that I now have to sit down and try to analyze and collate together to get a better understanding of things It's all about, you know, making people comfortable enough and.

being comfortable enough with yourself to be able to get those conversations going.

Love that Giving you tools to even facilitate diverse environments, how to be present and allow.

others to have different opinions Because by hearing the different opinions, I love you,.

Chef Patrick, we learn something and then we walk away with more questions And the power of questions.

is we expand our awareness, we go look for more information because we can now incorporate the complexity if we are, for instance, in problem solving, the complexity And I love that Thank.

you so much I'm curious I'm not being, I'm feeling I'm not part of the group You've put in.

that you had some great conversation with your in your room Can you please invite some of your.

team members to share and bring us along that journey? Yes So Amani or Lero, if you want to.

quickly share before we close up, what is it that you've taken, taken from the conversation? I can go first Hi, everyone This is Laree So what I really took from this conversation in this.

entire meeting was the importance of acknowledgement And I think that I really appreciated the way that.

I was acknowledged in this meeting And it's something that I'm going to use as a future tactic.

in my meetings that I conduct It gets people to talk because like I was saying in our breakout.

room, it's hard to keep people engaged and keep them engaged So you keep acknowledging them,.

they keep some on their tippy toes and you know, okay, maybe I people do want to listen to me or I'm not too scared to speak because you know, people are, you know, speaking about me and acknowledging me So it just makes you feel a little better So that was a really big key takeaway.

And just, yeah, and I really enjoyed everybody for being here today I learned a lot So thank.

you so much Thank you for your share See added value Beautiful Awesome So because of time,.

we're going to have to close this up now Love that you were all leaning in So Manthan,.

and I, we've created a, there's a free gift for you where you can have a infographic that's bringing together a lot of what we shared today And I think you're going to share that link in.

the chat in a moment Beautiful Anything you want to share, Manthan? So that's, that's our.

contribution in thanking each one of you for spending this time with us and really hope this token of appreciation helps you continue the journey that we've started together and sort of take it to a different destination if you want that as well.