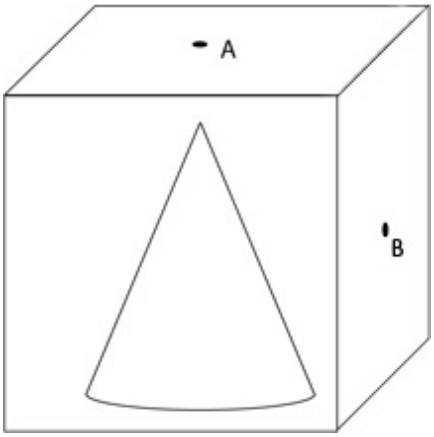
Governance Tools referenced in
Governance Handbook for Friends Schools, *2nd edition*

The Cone in the Box

Adapted from A Leader's Guide to Reflective Practice*, Judy Brown, 2006, Trafford Publishing, Victoria, BC, Canada,* www.judysorumbrown.com



This cone represents the topic under discussion.

Discuss these queries:

1. What does one person (or one group) see by looking through the box at point A?
2. What does one person (or one group) see by looking through the box at point B?
3. How does this kind of difference in perception usually get resolved?
4. WHAT IF…
    a. What if our very survival – our individual lives and the lives of the others in our group – depended on knowing what is in the box?
    b. How would we talk with others who report a reality that is different from the one that we are seeing?
    c. How would our behavior and our words change if we realized that if one single view were to win the position of "the right view," then everything would be lost?

Discuss the three essential skills needed to complete the picture – How do we build these for board use?

1. Skilled inquiry – with full curiosity
2. Skilled reporting and clear self-disclosure
3. Skilled listening – embracing differences

Review these important ideas from the world of organizational development, leadership, and change. How do they fit with Quaker belief and practice?

- Complexity is a positive value in a system.
- Dilemmas are best understood when all perspectives are put together with the goal of a fresh, emergent solution.
- Time, respectful dialogue, and a safe space are essential ingredients for the exploration of multiple perspectives.
- Awareness and understanding are increased through open inquiry.

How do we make space in our board practice for these ideas and others?