**P2PAdvantage**

**Training**

**Structure vs. Non-Structure**

The no structure group also was seeking some kind of structure

Structure benefits all

Structure ensures each meeting will be worthwhile

This structure has strategies built into it, strategies that might not be adopted or thought of if left to emerge on their own in each group. Without these strategies the group may not achieve group status.

**Group Dynamics/Evolution**

Grip

Finding one’s place in the group

Gripe

A sense of security where members feel free to express ideas and expectations which may create conflicts

Group

Members now appreciate one another, have open communications, and work well as a group. There is an atmosphere of trust because members have successfully taken risks, disclosing information about themselves, and feel safe and supported in doing so.

**Group Experience**

Each member takes responsibility for their own experience.

If a member is not satisfied with the process, they will be responsible for speaking up, being proactive about changing the situation or working through any issues within the group.

**Confidentiality**

Nothing discussed with outsiders – no pillow talk

Confidentiality is absolute, in all ways and forever

Group business discussed outside meeting is only in private

Suspected breach needs to be reported

Accidental breach requires immediate attention

Deliberate breach will result in dismissal

Rules must stand regardless of promise

**Commitment**

100% attendance is the norm and expected

Greater experience data is important

Greater good of the group

You want it when you need it so give it when others need it

**Communication**

Listening

Accept the Presenter

Ask question carefully

Respond from Experience

Language Protocol

**Constitution**

Mission

Fiscal Year

Rules/Norms/Policies/Regulations

Meeting Frequency/Format or Agenda

Punctuality

Attendance

Confidentiality

No solicitation

Group Size

New Members

Member Resigning

Roles

Moderator – Term, Description of duty

Back Up Moderator – Term, Description of duty

Secretary – Term, Description of duty

Timekeeper – Term, Description of duty

Speech Monitor – Term, Description of duty

Others

Language Protocol

When and how it will be used

Presentation Format

Responsibility for Experience

Food/Drink

Cell phones

Group Communications

Emergency Meetings

**Agenda**

Allow 3 to 4 hours per meeting

Social (Shared meal) 15 mins

Opening/Confidentially Reminder/Agenda/ One word 15 mins

Three Minute Updates 30 mins

Best, Worst, Looking Forward To, Dreading

Break 15 mins

Presentation 60 mins

Housekeeping/Evaluation/Accountability 35 mins

Adjourn/Closing 10 mins

**Presentation**

Communication starters

Presenter’s expectations

Presentation

Clarifying questions to presenter

3-minute silence (optional)

Experience sharing

Presenter asks clarifying questions

**Odds & Ends**

Discuss next meeting time / location

Last minute thoughts