

# Celebrating Story: Approaching change one story at a time



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## Come join this special 2 day event

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We would like to invite you to this two day celebration exploring the use of story and narrative approaches spanning across the sectors of business, government and community. It'll be one of the first change-oriented story conferences ever held in Australia!

Have you a passion or curiosity around story? Are you interested in learning how others have used story and narrative in their work? Are you seeking inspiration and new ways forward?

We have presenters and workshop leaders travelling nationally and internationally to contribute to this collaborative event. This conference will be sure to immerse you within an environment rich in opportunities for learning and sharing of new and creative ways of approaching change and development within personal, organisational and community settings.

- ▶ **8 - 9 October 2009**  
*Abbotsford Convent, Melbourne*
- ▶ **Event Location** *(see page 2)*
- ▶ **Event Program** *(see page 3)*
- ▶ **Workshop Leaders** *(see page 4-15)*





*I don't believe people are looking for the meaning of life as much as they are looking for the experience of being alive. Joseph Campbell*

## Event Program

Did we mention we have leading presenters travelling both nationally and internationally to contribute to this conference?

This conference is not just about “storytelling”, it also showcases the many ways in which story and narrative enliven and enrich our lives both professionally and personally. And thanks to the support of Melbourne Playback Theatre we are looking to open and close the conference in a unique and congruent way.

### Here is just a selection of some of what you'll find at this conference:

- Working with Action Methods - Stories in Action
- Business storytelling
- Leading with stories
- Storytelling and Indigenous Voice
- Conversation-based approaches to culture change
- Building relationships and identity with stories
- Understanding Appreciative Inquiry
- Story in evaluation
- Social work and the art of story catching
- Narrative Therapies
- Narrative approaches to training design
- Stories and the internet

Registration to the conference includes all morning, afternoon teas and lunch and the program will see:

### Day 1

9 - 10:30	Conference Opening
11 - 12:30	Parallel Sessions
1:30 - 3pm	Parallel Sessions
3:30 - 5pm	Parallel Sessions
7pm	The Conference Dinner Event

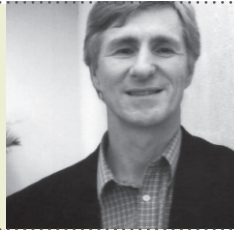
### Day 2

9 - 10:30	Parallel Sessions
11 - 12:30	Parallel Sessions
1:30 - 4pm	Opening Space for Story
4 - 5pm	Conference Opening: The Ending is in the Beginning



## Workshop Leaders

**Rollo Browne**  
Stories in Action



Rollo Browne is a Sociodramatist working in individual and organisational change primarily through action methods. “Essentially I can only work with people’s perceptions - the stories they tell themselves and others. Yet these stories will typically omit hugely significant factors. By getting people to set out the situation we can see much more of what the essence of the story is. If I do this collectively then there can be great insight into what is going on in-the-moment for individuals and for the organisation. I have been consulting for over 15 years and draw heavily on the theories and methods of sociodrama developed by Dr JL Moreno.”

### Session Description

The first part will involve a description and demonstration of working with stories in action.

I will present a case study of a recent client - a marketing group that wanted to become more effective. We will examine what made the approach effective. The second part will focus applying the same methods to stories and situations that participants face.

### If people got the best of your session, what would they leave with?

- The value of making a story tangible
- Being able to stand in different points in the system to get new perspectives
- The speed of collaborative assessment in-the-moment to effect change

**Shawn Callahan**  
Leading with stories



Shawn Callahan is the Founding Director of Anecdote Pty Ltd, a firm that helps leaders make better decisions in uncertainty and then helps them make these decisions stick using the power of business narrative and storytelling. He has over 18 years experience as a consultant and researcher and has undertaken a wide variety of projects including community of practice development, knowledge mapping, change management, knowledge strategy and using narrative techniques to tackle seemingly intractable issues such as trust, cash economy and workplace safety. Shawn has provided business narrative and storytelling services to a wide variety of corporate and government organisation in Australia and globally including AXA, BHP Billiton, Department of Defence, Shell Oil, AstraZeneca, The Treasury, and IBM Australia.

### Session Description

This session will explore the role of a leader in an organisation and how they can use stories to understand their leadership role as well and appreciate how they can find and tell stories to inspire, engage and influence.

### If people got the best of your session, what would they leave with?

I’m hoping people will gain a wider appreciation for the role of storytelling and story-listening for leaders and ideally gain a deep sense of the impact these techniques can have.

## Workshop Leaders

### Christine Carlton

Storytelling – Purposeful, Spontaneous and Playful!



Christine Carlton believes in the power of Storytelling to engage, affirm and transform the human spirit. For more than twenty years Christine has worked as a freelance Consultant, Facilitator and Educator in the areas of Story, Drama and Creative Arts in Education, Business and Community Development. She travels throughout Australia and overseas offering a variety of opportunities for individuals and organisations to tap into their own creativity to gain insight and direction for their lives and their communities. Christine lectures in Story and Drama in Education at the University of Western Sydney; facilitates leadership and team-building processes; offers teacher inservice, storytelling workshops, reflective retreats and is regularly called upon to provide creative leadership and group facilitation at national and international conferences. She is a member of the Australian Storytelling Guild, Australasian Facilitators Network, Australian Institute of Professional Facilitators and several professional associations that support and promote the transforming power of Storytelling.

#### Session Description

Storytelling and story listening have long been recognized as having significant effects on the development of our personal, cultural and work identities. We are living stories! Much has been written about the benefits of storytelling being purposeful and persuasive, yet the power of spontaneous and playful storytelling has often been undervalued. With a sense of play and spontaneity participants in this workshop will be invited to stretch their imagination to develop their creativity, spontaneity and flexibility as storytellers. We will look at the power of Story to educate, entertain, build community, foster creativity and transform lives and business.

#### If people got the best of your session, what would they leave with?

- an appreciation of the transforming power of story
- a sense of enjoyment and relaxation in having participated in a creative process
- encouragement and confidence to use storytelling effectively in their lives and workplace

### Jess Dart

A tale of the rise and fall and resurrection of story in evaluation



Jess has been telling stories since she was wee girl living in the north of England. When she was 12 she had her palm read at the seaside, the palm reader told her that she was going to have two children, run a successful business and travel the world. She did. She worked in overseas development for a while, working with subsistence farmers in Mexico and India. Then she came to the land down under and produced two children and a PhD in program evaluation. Her doctoral research involved adapting and testing a story-based approach to participatory monitoring and evaluation – the Most Significant Change technique. Jess received the 2006 national award from the Australasian Evaluation Society for developments in evaluation for this technique. Jess runs a consultancy company based in Chelsea, Victoria.

#### Session Description

In this session I will firstly share the ten year journey of the story-based technique named 'most significant change technique' (MSC) – a technique now used by more than 200 organisations around the world. While MSC is actually a tool for participatory evaluation, it is also an organisational learning tool that can have massive impacts on organisational culture. I will also tell of the critique and challenges that have been levelled at this technique, and the ways that the technique has evolved over time. I will also describe some other innovations in methods that have been inspired by MSC.

#### If people got the best of your session, what would they leave with?

- Know what MSC is
- Will feel inspired about the use of story for enhancing organisational effectiveness
- (if time) will learn how to use this technique in practice

## Workshop Leaders

**Ian David and Andrew Gray**  
Excavating and Disrupting Story



Ian David and Andrew Gray, from Melbourne Playback Theatre Company, are highly skilled experienced facilitators as well as trained actors, and have worked across all areas of the community, corporate, not for profit, and educational sectors. For the last few years both Ian and Andrew have been actively engaging with Emergent Process in their work, as a result of attending the New Zealand Playback Summer Schools (2006-8).

### Session Description

“Stories are living things; and their real life begins when they start to live in you. Then they never stop living, or growing, or mutating, or feeding the groundswell of imagination, sensibility, and character.”  
- Ben Okri

In this workshop we'll investigate practical approaches to - unearthing the layers in any given story; viewing and embodying story from multiple perspectives; and, disrupting or breaking apart the story.

Workshop participants will be invited to share real life stories, and then, we will utilize a variety of techniques- discussion, physical and spatial dynamics, and specific theatre provocations/exercises - to enable new and rich layers and insights to emerge in relation to our “known” stories.

### If people got the best of your session, what would they leave with?

Participants can expect at the completion of the workshop to have both some new tools for their toolkit and new perspectives on practicing familiar techniques.

**Russell Deal**  
Social Work and the Art of Storycatching



I am a social worker and publisher who for the past 18 years has been creating original conversation-building tools, such as ‘Strength Cards’, at St Lukes Innovative Resources in Bendigo, Central Victoria. Innovative Resources has had something of a pioneering role in exploring the ways hands-on materials, or artifacts, can be used by human service workers in diverse roles to bring to life other people’s stories particularly when they might be facing tough times. Our card sets use a range of design and illustrative styles to create visual metaphors which when combined with respectful and purposeful questions can build conversational pathways that can get us to understandings and insights where words alone can struggle. After 18 years I am still fascinated by the transformative power of story.

### Session Description

This is a hands-on, interactive workshop that engages participants in using and conceiving creative ways of providing conversational prompts. It will showcase a number of the original story-telling tools published by

Innovative Resources and invite participants to experience the use of simple visual metaphors as prompts to help tell their stories. This workshop is a ‘Powerpoint and role-play free zone’ that demonstrates the power of metaphor, symbol and humour, as embedded in many creative arts, to add meaning and transformation to our conversations and story-telling.

### If people got the best of your session, what would they leave with?

- The experience of using a number of Innovative Resources Card Sets as examples of the use of hands-on tools to help get to ‘the important stuff’.
- Some practical, readily available skills that can be used in many different settings but have particular applicability to group workers and facilitators.
- Some touches of inspiration for participants to be encouraged to publish/create their own story-telling tools.

## Workshop Leaders

### Sally Denshire

Writing the ordinary: Auto-ethnographic tales of an occupational therapist



### Bob Dick

Deep message, deep meaning: building relationships and identity with stories about turning points



Sally has just completed her PhD with the Centre for Learning in Change at the University of Technology, Sydney supervised by Professor Alison Lee. The research is an auto-ethnographic inquiry into her published body of work as an occupational therapist at Camperdown Children's Hospital and then an academic at Charles Sturt University. Her research and teaching interests include women's lives and work, imagination and creativity and evocative representations of everyday-ordinary moments of professional practice.

#### Session Description

The purpose of my auto-ethnographic research is to re-inscribe the everyday world of practice into formal accounts, at a time when occupational therapy as a profession is becoming a scholarly discipline. Every profession has rich oral and practice traditions that are located in the everyday. This auto-ethnographic inquiry into my professional life as an occupational therapist and Anglo-Australia woman restores something of the intimacy, viscerality and particularity of practice which,

I argue, has been left behind in the search for professional legitimacy. This portfolio of tales of sexuality, food and death dramatises 'paradigmatic scenes' from a remembered world of occupational therapy, recalling moments of practice with young people living and dying in hospital. These fictional tales are twice-told, first, by an occupational therapist who is a young, urban, middle class White woman, and then by girls on the edge of puberty of Islander, Aboriginal and Turkish heritage. Excerpts from the tales can be performed as Readers' Theatre.

#### If people got the best of your session, what would they leave with?

- How writing fictional accounts of practice may 'recover' subjugated knowledges from lost and repressed places.
- How 'writing the ordinary' may have ethical implications in representing moments of interaction between all the actors involved in professional practice situations.

I first learned the power of story doing cultural change work. As a result, among the many processes I use story is now one of my preferred approaches. I collect and use my own stories for a variety of purposes. More often I facilitate storytelling by others, for diagnostic work and to help them learn who they are and who they wish to become.

#### Session Description

"Turning points" are deep occasions in a person's or system's history. They are times when an impactful person or event triggers an important change. At such times people and systems take stock. They become more aware of who they are and what matters to them. They are better placed to know what they wish to retain from the past and present, and how they wish to be different in the future.

#### If people got the best of your session, what would they leave with?

- They will experience in full, in small groups, a story-based relationship building and identity building exercise;
- They will learn how this technique can be extended to identity building for whole organisations and communities;
- They will find it a satisfying experience

## Workshop Leaders

### Lesley Dillon

Understanding Appreciative Inquiry



I first became interested in Appreciative Inquiry during my Masters degree in Facilitating Change. I used it as a methodology in my thesis and use it at every opportunity in my work now as a facilitator and change consultant. I am passionate about it as it attacks 'problems' from a positive viewpoint and the participants provide their own answers based on collective wisdom.

#### Session Description

The group will tell stories about a certain topic they have chosen. The stories are relayed to the group, added to, analysed and distilled into groups/sets/topics. These topics form the basis of a blueprint for the future based on real life experiences of what has already been successful.

#### If people got the best of your session, what would they leave with?

A lot of fun and a blueprint of actions to take to achieve a solution to a problem. This would be based on input from participants as to what has worked before.

### Dr Kim Doohan

'Story', Context and Scale: working in worlds of difference



Kim Doohan was born in Western Australia, and has always had an interest in the diverse ways that people live in the world. She has traveled widely in remote Australia, in Africa, Asia and Canada. Kim wrote her award-winning PhD thesis on the formation and changing nature of relationships between Aborigines and Miners at Argyle Diamond mine. Kim is an independent consultant anthropologist, and has worked in remote communities for over 25 years. She specializes in Native Title claims and assisting in the negotiation of agreements between resource companies and traditional owners.

#### Session Description

The workshop presentation would aim to introduce these critical elements into the conceptual framing of 'story' -- what is one, what is being told, why, where and how can it be understood and over what time frame? For instance, much of the work that I do involves both cross cultural and intercultural spaces of engagement which span scales of conceptualising and actualizing from the very local and immediate to the immense time

frame of the past - present - future continuum located in 'the Dreaming', global scales of organisational decision making and the continuing struggle for recognition of native title and continuity of Aboriginal people's society and connections to country (land and sea). Attention to these elements of social, geographic and time scales become critical factors in recognising 'story' as a means of (1) articulating a position; (2) reconciling disorder and (3) re-locating, reforming, reaffirming relationships and relatedness.

#### If people got the best of your session, what would they leave with?

The workshop will be introducing participants to inter generational and intercultural scales of facilitation embedded in story and appropriate process embedded in ontological frameworks other than one's own. And, a few good ideas!

## Workshop Leaders

### David B. Drake, PhD

Organisational alchemy: A conversation-based approach to culture change



I am the Executive Director of the Center for Narrative Coaching with offices in San Francisco and Sydney ([www.narrativecoaching.com](http://www.narrativecoaching.com)). We help organisations to develop coaching cultures through narrative- and conversation-based methods. Our goal is to foster the mindsets and behaviours as well as the strategies and systems so that coaching becomes the way business gets done. As part of our work, we host learning labs to enable organizations to assess and innovate in the coaching/culture space in order to optimize their investments. I pioneered the field of narrative coaching and teach advanced courses for professionals around the world. I edited the "The Philosophy and Practice of Coaching: Insights and Issues" published by Jossey-Bass in 2008 ([www.practiceofcoaching.com](http://www.practiceofcoaching.com)) and I have written over thirty publications on narratives, evidence, and coaching.

### Session Description

This is an opportunity to learn two of the narrative-based practices I use in helping my clients change their 'lead' into 'gold'. Using a client case study, we will explore how to use 'story spirals' and 'story fields' to think about and support culture change in organisations.

These two methods help people make new and better connections between their organisation's strategic narratives and their own personal narratives. I have found this conversational approach to change to be more effective than any I've used before because it mirrors natural learning and systems principles, uses simple and sustainable processes, and generates great stories that can be shared.

### If people got the best of your session, what would they leave with?

- A deeper understanding of how to 'think narratively' about organisations and culture
- A narrative frame for connecting conversations, coaching, networks and culture change
- Two new narrative practices to use with your clients to support better conversations and a better culture

### Ron Findlay

Resurrecting the alternate story



Lecturer Narrative & Assistant co-ordinator in narrative therapy Bouverie Centre health Sciences Latrobe. Family/couple individual therapist private practice.

### Session Description

Which story do we wish to live by? What preferred story do we wish of our identity? Narrative therapy (White/Epston) helps people escape a dominating imposed story and uncover or construct their preferred story of their lives and identity.

### If people got the best of your session, what would they leave with?

A basic introductory knowledge of narrative therapy

## Workshop Leaders

### Mark Gordon

Membership, witnessing and explorations of the absent but implicit



Mark works as a therapist, supervisor and teacher as part of his work at Clifton Centre - a Melbourne practice. Mark brings a keen interest in the stories of people's lives and how people make sense of themselves and their relationships through these story lines. Mark believes that the possibilities for individuals, families, children, groups and teams are often under estimated and their many skills and knowledge about life are de-valued.

### Session Description

This presentation will cover a set of practices that can support individual, group and community contexts. It's not uncommon for the stories people hold about themselves, their work, relationships and hopes for the future to be undermined by the negative effects of a different set of stories. Stories that influence, establish 'truths' and determine decisions made and conclusions arrived at. This presentation will introduce some ways of responding to these negative conclusions in ways that are honoring of the efforts made, relationships of significance and hopes for a better future.

### If people got the best of your session, what would they leave with?

A sense of what is possible when people and their relationships past and present are more richly known, honored and engaged with.

### Leonie Kelleher

Storytelling and Indigenous Voice



Leading environmental planning law specialist Leonie has provided the Victorian community with years of innovative ideas. Enthusiastic and committed, she leads LAMP a group of lawyers working with the Arabunna People.

### Session Description

Australia's Indigenous heritage represents the oldest continuing culture in human history. Indigenous heritage is story, song, dance and music mixed in intimate connection to country. This paper considers aspects of Indigenous storytelling. Giving voice to indigenous stories vital to status.

### If people got the best of your session, what would they leave with?

Passion for the subject

## Workshop Leaders

### Jennifer Lehman

Learning with stories



A career in social work has led from practice, management and consultancy work into teaching. With strong interests in narrative as a means for developing deep understanding of people and situations, I have been using stories in teaching of social work and other professional practitioners for many years. As a writer, I have developed a number of practice-based stories for use in my teaching, but drawing out the stories of others is equally important. My current interests include using narrative in developing an understanding of environmental and climate change issues.

#### Session Description

This session will demonstrate the uses of stories in learning and teaching. Using the artistry embedded in stories to explore thoughts and emotions, values and beliefs enables connections to the realities of individuals as they experience their lives. More importantly, it opens the way to see things differently and can often underpin significant change. This session will use stories of participants, and tools to elicit stories, that tap the potential for change, and thus provide a place for rehearsal of what might be useful in professional practice settings.

#### If people got the best of your session, what would they leave with?

They would leave smiling and thinking - they would have had fun and enjoyed discovered new ways of using stories, and elements of stories, in their work.

### Anne Murphy

Finding stories: a practical workshop that mines for tales to tell



My background is in management consulting, project management and more recently, corporate learning: writing and delivering workshops to consultants around the world. I recently gained a Masters of Arts in Conflict Facilitation and Organisational Change from the Process Work Institute in Oregon. As a trainer I work hard to make the content meaningful, relevant and memorable to a group. I am an advocate of the power of stories and narrative to carry theory from the classroom into the workplace. I draw on episodes and anecdotes from my work experience to make a point bring colour and interest and importantly have key learning points remembered I enjoy helping individuals and teams to navigate challenging situations and stories are a perfect vehicle. I believe stories take us beyond ourselves – and that's powerful.

#### Session Description

This is a practical story crafting workshop for those who appreciate the power and value of stories but can't think of a story to tell. This forum will provide the space and inspiration to locate your stories and develop them ready to deliver to your audiences. We will explore work experiences and discover incidents to tell as stories that will inform and entertain in training classes and presentations. You will be given a simple structure to shape stories. This is an opportunity to locate your own stories with encouragement and insight provided through hearing the stories of others.

#### If people got the best of your session, what would they leave with?

Identification of episodes as interesting story sources for memorable and engaging stories that could be used in range of forums. A simple framework and guidelines to structure memorable stories.

## Workshop Leaders

### Yamini Naidu

Business storytelling thank god it's here!



### Susan Raphael and Marie Sloan

Through the Looking Glass



Yamini's story - One of my earliest memories is listening wide eyed (and possibly open mouthed) to travelling storytellers in Mumbai, India where I grew up. As children, on our daily journey to school in a big red bus, we used to swap these stories with each other to pass time. Sometimes we imagined the bus was a tiger and the whole bus ride a thrilling adventure on tiger back! My other adventures and journeys have taken me across the globe, growing up in India, studying in London, and now working and living in Australia. I am an economist by training, have had numerous corporate avatars in organisations and have also taught leadership and management at RMIT University, in Melbourne. I have experienced and felt the first hand frustration of leading people through change, and my only regret is not having discovered organisational storytelling earlier!

#### Session Description

Stories and storytelling can inspire, influence, motivate and engage people where logic and bullet points may not. Think of your own experience. Isn't it always the story, the anecdote, the example that you remember long after the event? Organisational storytelling is storytelling with a business purpose and for business results. Whatever it is you are trying to do in business - whether you are leading people, managing change, influencing the board or building your career, we guarantee that storytelling can help you do it better.

#### If people got the best of your session, what would they leave with?

- Discover organisational storytelling - a hot emerging leadership skill
- Explore the use of storytelling as an influence tool
- Identify applications for storytelling within your business.

Maire Sloan and Susan Raphael are independent consultants who are engaged to work with a range of issues and diverse groups to facilitate harmony and positive outcomes. In particular they are interested in the use of storytelling and incorporate this into their work with individuals, teams and organisations. Their work spans over twenty years as practitioners, managers and consultants within the private, government and not for profit sectors. They have completed Narrative Practice training and continue to integrate these ideas into their work. Susan and Marie are sustained in this work by their relationship with each other and their desire to honour and expand the ideas of narrative into a wider context.

#### Session Description

Susan and Marie will engage people in a practical workshop that demonstrates and provides a tool for people to use storytelling in a different way. They are particularly drawn to the notion of providing a context for groups to listen to each others' stories which make it possible to understand and be understood. Their intention for the workshop

is to demonstrate how to bring to the fore knowledges and skills which may have, up until now, been invisible, namely the absent but implicit. This approach of 'Outsider Witness' also offers space for noticing the dominant discourses that effect working lives, exploring shared intentions and preferred ways of working.

#### If people got the best of your session, what would they leave with?

Our intention is for people to leave the workshop with confidence in a new way of listening to stories that brings forth the absent but implicit and its impact on individuals, teams and organisations. People will leave with new knowledges - Outsider Witnessing methodology - which can be applied in a variety of situations including supervision, conflict and de-briefing. People will also gain a rich understanding of their own individual skills and knowledges which will be honoured throughout the workshop. They will have a capacity to stand in a different place in relation to their own values that influence their work.

## Workshop Leaders

**Chris Bennett & Sue James**  
The AQ-KQ of Story



Sue James and Chris Bennett are partners in BJ Seminars International, a Melbourne-based facilitation and consultancy business. Sue is a highly experienced facilitator, teacher, trainer, manager and consultant, whose clients include small businesses, large corporations, schools and other nonprofits (community businesses). She draws on a wide range of strength-based approaches, including Appreciative Inquiry. Chris has extensive experience in speaking, training, and coaching in wellbeing, personal and professional development and is also an experienced Tai Chi teacher. His clients have included small business owners, TAFE colleges, AMP, Citipower and the National Australia Bank, as well as over 100 primary and secondary schools across state, Catholic and independent sectors. Website: <http://www.bjseminars.com.au>

### Session Description

AQ-KQ is about 'head, heart and hands' - the best possible thinking (head), driven forward by excitement and energy (heart) and made reality through practical action (hands). It combines the power of Appreciative Intelligence® (AQ) and Kinaesthetic Intelligence (KQ) in a dynamic way. AQ is the capacity to view life with an 'appreciative eye' and 're-story' what we see. It restores passion and energy for creating an even better future. KQ uses physical movement (including Tai Chi) to generate and balance energy.

It reduces the internal chatter in our heads so we can think clearly to access our deepest wisdom and take action.

### If people got the best of your session, what would they leave with?

- Understand the AQ-KQ™ Framework and its eight 'lenses' through which to view the world.
- Identify some of the prevailing stories that influence our lives.
- Learn practical strategies for applying Appreciative and Kinaesthetic Intelligences - 'head, heart and hands' - for personal and professional growth

**Moya Sayer-Jones**  
People Learning from People: It's Only Human



Moya Sayer-Jones has written across media in Australia and internationally. She is a novelist with Penguin Books, a broadcaster (ABC radio) and a columnist for the Australian and UK press. She is well-known for her work as the original Modern Guru in the Good Weekend magazine (SMH & The Age 2000-2005). Three years ago Moya formed a story company called Only Human Communication. OH works with Government, NFP and corporates and is highly regarded in the welfare, arts and health areas for their storybooks and story-based marketing approaches

### Session Description

Using her experiences with Government and private commissioning bodies, Moya Sayer-Jones will explain the value of the crafted story approach in training, community awareness, relationship building and assisting communities with strategies to share responsibility for well-being and understanding. (45 mins) A workshop follows. (45 mins) Areas covered include: Stories augmenting research, working with expert panels, finding the stories, process and ethics and crafting stories for a strategic outcome. OH storybooks include arts-based responses to community issues, families who support an illicit drug user, families experiencing schizophrenia and stories Veterans and their families (PTSD and mental health).

### If people got the best of your session, what would they leave with?

An appreciation of the power of crafted story with strategic intent and its difference to other story approaches. (e/g testimonial/ story circle/oral history etc)

## Workshop Leaders

### Stefan Schutt

The evolution of the Small Histories project: the web as a place to create and share stories



Stefan is an award-winning teacher and researcher who works with new technology - particularly web-based narratives and the use of technology by young people. Now based at Victoria University, Stefan's background is in the Internet industry as a producer, content developer and project manager. He also started and ran Australia's first Computer Clubhouse, an international skills initiative for disadvantaged young people. Before the Internet came along, Stefan worked as a musician and advertising copywriter. Stefan's PhD project revolves around a web-based system for the publishing and sharing of personal life stories: <http://www.smallhistories.com>. He has published internationally on this project and undertaken commissioned research on technology and young people for the Victorian Government.

### Session Description

An interactive meander through the Small Histories online system, a PhD project that aims to support people to create, keep and share their life stories - and how this may be adapted for organisations. This would be followed by a discussion, through which I am planning to learn a lot about how creating and comparing stories online might be of use (or not) within the workplace... thereby cunningly leaving with a lot more understanding than I came in with.

### If people got the best of your session, what would they leave with?

A sense of the potential of the Internet as a tool for sharing stories, and how web technologies might help to facilitate shared organisational knowledge.

### Hans Tilstra

Training design as a narrative - an experiential exploration



Hans Tilstra designs programs in TAFE and higher education. He explores the question of what an optimal path in training design looks like in a Science, Engineering and Health.

### Session Description

Using a narrative as a scaffold, this is a hypothetical where participants are provided with roles, vantage points and focusing problems. The narrative framework is used to guide the process in which typical tensions and challenges in this sector are made explicit.

### If people got the best of your session, what would they leave with?

An opportunity to grapple in an experiential manner typical challenges in Australia's VET sector, using stages of a narrative as a scaffold. Participants can evaluate for themselves how aspects of this narrative scaffold could be applied.

## Workshop Leaders

### Helen Woods

Circle of Knowing™ - discovering about me and the world I live in



Helen has been facilitating story telling since the mid 1990s, helping people to develop their capacity to co-create futures they are prepared to live. Her facilitation style is 'generative' - it provokes desire to aspire to higher levels of satisfaction and achievement using story telling and dialogue in the Circle of Knowing™ methodology. Helen offers the Circle of Knowing™ as an opportunity for participants to experience the power, speed and fun in discovering the flow of meaning. It is widely used in a range of educational, community, government and corporate settings and is a recognised coaching and facilitation tool.

#### Session Description

A conversation with the other than conscious mind to illuminate the things I know, that I didn't think I knew.

The Circle of Knowing™ is an organic process - it interrupts habitual patterns of thinking. It is an opportunity to discover what you need to know, and helps to expand the flow of meaning about our thoughts, our world and our future. Through dialogue it enables individuals and organisations to openly express their opinions,

share their feelings and articulate their innermost thoughts. A Circle experience can create the chaos in our minds that leads to new ways of thinking and being. Every Circle experience is unique and develops in an emergent way. It is thought-provoking allowing people to make better choices, explore possibility, get what they really want and to be the best that they can possibly be.

#### If people got the best of your session, what would they leave with?

The Circle of Knowing™ process can help to open up communication, expand awareness, explore reasoning, create possibility and facilitate the delivery of life's fascinating web which is often considered to be unknowable. It is about "getting to the core of learning differently and putting a new life-force into our purpose".

### Andrew Rixon

Warming the Sceptic up to Story



With one of the first PhD's in Complex Systems and Complexity Science from the University of Queensland in June 1999 Andrew has gained global experience in working with organisations, within Australia and internationally in the USA, the Netherlands and the UK. During his work in Boston in 2000 Andrew was part of early story workshops of Dave Snowden and Steve Denning. Since then Andrew has been strongly influenced by the form and frame of Playback Theatre. Today, Andrew's focus is on how complexity inspired approaches, such as story and narrative, can change the way we work.

#### Session Description

Working with story is a different form of talk. For many organisations the dominant talk can be goal focussed and transactional. Couple this with what may seem a natural scepticism to 'stories' and the time they might take, you might face the very real question of how do you do it? How do you open up a space for story?

#### If people got the best of your session, what would they leave with?

Through the telling of two case study stories, this session will provide the opportunity to explore and develop strategies for how to facilitate story within environments that could be considered highly charged, resistant and skeptical.