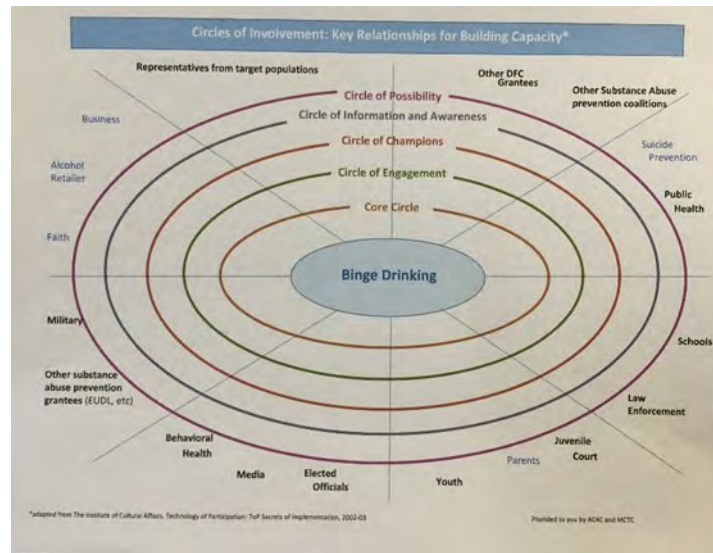
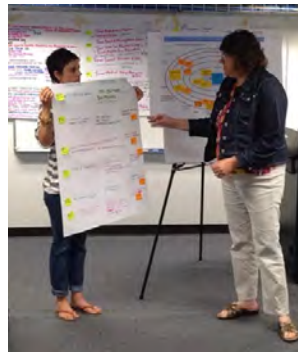


Capacity: Circles of Involvement



Building Capacity is an ongoing process in community development.

This framework allows those that are already engaged to identify community members that should be engage. However, not everyone may have as an active role.



AC4C used this tool to identify state level agencies and the contacts within those agencies. It was determined if they were present already and if they needed to be more engaged (closer to the center). Using the theory of Simon Sinek, coalition members identified “what was in it for them” and the work of AC4C. What would be their “why” for becoming more engage. We reflect on this work frequently as a continuous process to engage more people in AC4C.

"People don't buy what you do, they buy why you do it."

- Simon Sinek



Connecting ToP Methods to the SPF

(Strategic Prevention Framework)

The inclusive nature of the ToP methods assures community development has all voices heard and part of the process. The following outlines how the methods might align with the SPF.

ASSESSMENT: Focused Conversation for one on one interviews and world café listening sessions.

Consensus Workshop for identifying the root cause or local condition of a situation

Circles of Involvement to assess who is missing from our efforts.

Wall of Wonder to look at where we have been where we are heading

CAPACITY: Circles of Involvement identify who's in your community, who's needed, & what role they might play.

PLANNING: Focused Conversation for engaging stakeholders in meaningful conversations

Consensus Workshop for identifying stakeholders ideas on best plan address issues

Action Planning and/or Strategic Planning is done in a way that consensus leads to people committed to action and ready to own the plan.

IMPLEMENTATION: Action Planning and/or Strategic Planning is created with timelines that hold people accountable. A **Focused Conversation** throughout the process allows for initial evaluation of the plan.

EVALUATION: Action Planning and/or Strategic Planning are laid out so that the whole team is aware of the roles people agreed to take on so accountability is worked into the process.



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From the field: Using ToP Methods within community coalition work

The AIM

Outline your conversation or method using the following thoughts:

RATIONAL AIM is what you want the group to know, learn, discover, explore, or decide.

EXPERIENTIAL AIM is how you imagine the group to be different as a result of the having the conversation or going through the process.

When community groups gather it is important to do your preparation work ahead of time so that you make the most of the volunteer's time. One way to do this is think through what you want out of the meeting and as a result of the meeting how will the people attending be different—what will they be inspired to do.

To get meetings to be more than just a “report out,” is often difficult. The methods that will be highlighted will engage the people around the table as a result not all the work will land on the coordinators plate after the meeting. Sound good?

Let's take a look at some of these methods in action.

Facilitation =
Makes it easy for groups to succeed.
Focus on the process not the content.

Foundation: Focused Conversation

4-Parts of a Focused Conversation

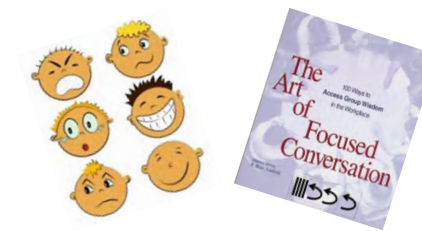


- 1) **Objective**—allows everyone to have a voice in the room through an easily answered question based on what they have observed or heard.
- 2) **Reflective**— brings people into the emotional part of the conversation What is positive and things that may make them uncomfortable. (Get it out on the table and the result of the conversation will be magical.

- 3) **Interpretative**— allows participants take all that has been said and pulls out a deeper meaning for them. This is where real insight can happen. When a person reaches this level in the conversation, the next level is natural.



- 4) **Decisional**—this is a question or a series of questions that present themselves as a call to action to the participants of the conversation.



Focus Conversation is Useful when...

....Starting a meeting to set the agenda.... To open up discussion around a topic...

...To address concerns regarding a strategy ... To close a meeting... and many others occasions ...



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Planning: setting a course for action...

The Partnership for Success grantees through Iowa Department of Public Health used these two activities to lead into capacity building and the circles of involvement. The activities got the people coming to the monthly meeting thinking through what would need to be done and lead to commitment by the people who gathered around the table.

When we begin work with logic models we look at what we want to be different as a result of our interventions based on a local assessment of the data available for an area.

The Victory Circle allows people to transport their minds to what is possible. We set out to envision success of the collective work by the coalition and community. This process places peoples ideas on the circle to set the stage for thinking through what will be needed to get there.

We encourage everything from the practical to the outrageous. It is important to reflect on the senses here so people are transported. What are people seeing differently in their community as a result of the work of the coalition? What are they hearing on the street? Who is involved in the work of the coalition? What does this success look like, sound like, feel like?

The next method allows the coalition members to reflect on what they know to be true from observation and/or data that indicates what is happening in the community and the coalitions ability to effect community level change.

As a coalition the group identifies their current reality. They look at their **STRENGTHS** to address the issues present in the community as well as the **WEAKNESSES** or limitations they may have.

The other side of the circle reflects on the success that was created. What might be the **DANGERS** of achieving the success that was envisioned? What are the possible **BENEFITS** of going for that vision?

At the conclusion of these two activities, coalition members will be ready to *commit to action* and know who is missing to make that vision a reality.



COMMITTED
TO



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Planning: Consensus Workshop

**Individual Brainstorm +
Small group brainstorm =
Large group consensus**

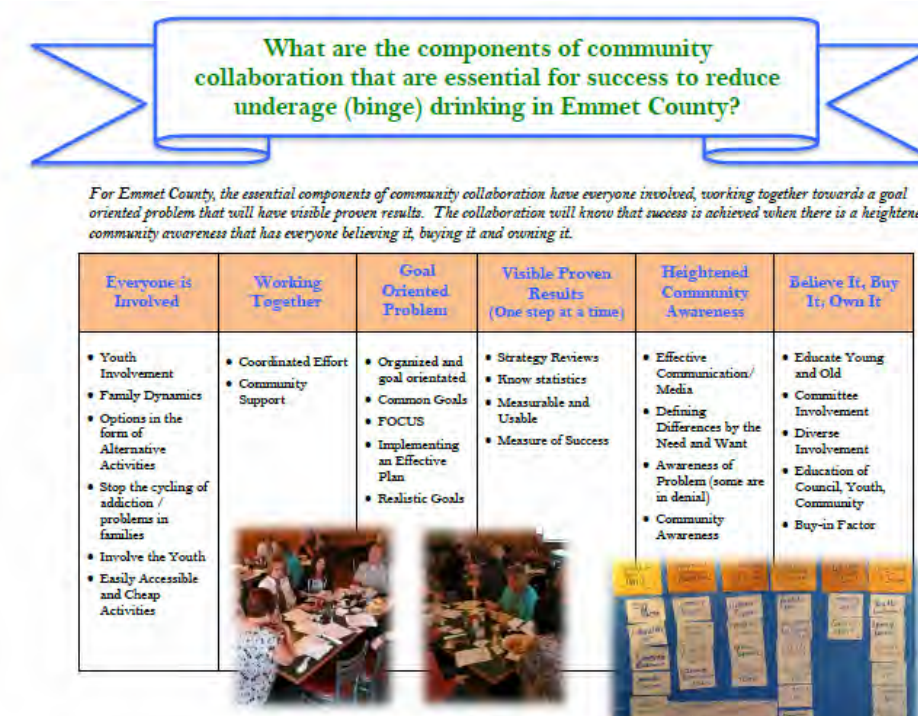


Examples of Consensus workshop topics and consensus that the two community coalitions formed a vision for their work in prevention:

Innovative and practical actions that will have **Garner Community** reduce alcohol use among youth and increase support for those in recover are by 1) Applying parental common sense, 2) Increase supportive employer policies, 3) Create a supportive community plan, 4) Increase intensity & accessibility of alcohol education, 5) Initiate alcohol policies, 6) Parents communicate with other parents, and 7) Garner becomes a community of support.

Important role that **Kossuth Connections** plays in the community is by 1) Promoting social growth; 2) Educating people to be responsible citizens; 3) Serving the community; 4) Teaching leadership skills; 5) Creating connections of people and resources; and 6) Provide safe environment for young people.

Example of how an hour lunch meeting created a vision/mission statement for a newly formed coalition in Emmet County:



For Emmet County, the essential components of community collaboration have everyone involved, working together towards a goal oriented problem that will have visible results.

The collaboration will know that success is achieved when there is a heightened community awareness that has everyone believing it, buying it, and owning it.



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