

In 2017 we were invited to facilitate a one day village workshop at Newton Dee on “*Dynamic Delegation*”. This practical tool is a 7 stage process that forms an integral part of the **Ways to Quality** management system.

Ways to Quality helps a community recognise the influences that are working into and affecting the organisation, particularly seeing how these interweave and connect. A self-reflective approach is a key mechanism in this management system, developing the relationship between the individual and the organisation, with an awareness of the needs of both. Overall it aims to cultivate a healthy, living organisation around the common task at the centre.

Newton Dee had been using this holistic, process-orientated quality approach to organisational development for well over 7 years. They now wanted to give everyone within the community the opportunity to understand and experience what this important process of *dynamic delegation* was all about.

Our challenge therefore was to “unpack” the 7 stages of the process to give the participants an understanding of the various steps and an experience of how they can be applied in everyday practice. It was also important that the day was fun and accessible to all.

We developed a programme that involved movement, colours, words and phrases, as well as chorus work. Starting with a “game”, involving 2 very large circles and the interweaving of a long red ribbon, we built on the idea of the individual and community. This enabled the journey from community to individual and back to community to be represented by the weaving of the path of Dynamic delegation. Central to the experience of the 7 stages of the path (or process) was the *Carrot day* story. As each step unfolded a set of props helped to bring it alive. These ranged from a giant packet of biodynamic carrot seeds, through coloured scarves - for the chosen delegates, watering cans, sunshine and, of course, a real bunch of carrots.

After the big group participative activity (*understanding phase*), participants spent some quieter time in small groups exploring how the 7 stages might work in a practical situation in the community (in the bakery, on the farm, in the café, in the craft studio and more). This *doing phase* gave the opportunity to deepen the connection to Dynamic Delegation and each group prepared a small sketch to make visible each of the 7 process steps.

What a delight it was in the afternoon to see some of these sketches on the stage. We were so impressed that, within such a short time of preparation and “rehearsal”, so much enthusiasm was brought into these “depictions” of Dynamic Delegation happening in practice. And of course, the humour which helped to keep the whole activity alive and vibrant.

A final *reflective phase* at the end of the workshop gave time for people to share their experiences: What impression had participants been left with after the day’s activities? What had people done, what had they seen and what had they experienced? This formed an important experience of what, in Ways to Quality, is referred to as Review and Giving Account – an essential component of the self-reflective model.

NEWTON DEE – DYNAMIC DELEGATION VILLAGE WORKSHOP – 2017

This experiential, creative workshop was a joy to facilitate, with the enthusiasm of those that participated. It reinforced the importance of Dynamic Delegation in raising consciousness and gaining clarity within any given task or activity within a community. It also highlighted that, despite the process being split into 7 stages, it is in fact a continuum. There is a fluidity of movement within the process from community understanding of the task, through individual responsibility of those taking it on, back to community releasing, relieving and accepting the delegated deed as done.

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