



*A spirit and a setting where we invite the 'stranger' and learn in public.
Gracious Space is a Collaborative Leadership model*

Spirit: Intentionally bring your best self

The spirit of Gracious Space means we can BE Gracious Space. It means we can be the change we want to see in the world by calling forth our "best stuff" such as compassion, curiosity and listening, and intentionally bringing those to the interaction. The three dimensions of spirit include the spirit you bring, the spirit the group creates together and the greater spirit or purpose of the work itself.

Setting: Pay attention to the physical environment

Gracious Space has a physical dimension that can support or impede our ability to work with others. By paying attention to simple hospitality, room arrangement, comfort and the meaning of a place, we can create a thoughtful setting of Gracious Space. Setting includes ensuring the approach complements your goal and adding items that can enhance Gracious Space.

Invite the 'Stranger': Intentionally seek the other

This is the willingness and ability to welcome the other, by seeking out different people, ideas and perspectives - even if these are different, inconvenient or uncomfortable. Inviting the 'stranger' asks us who or what is the stranger, whose voice do we need in the room, what can we learn from the stranger, and how to include diverse perspectives in our work. We need the 'stranger' when considering complex and new ideas, to get smarter before decision-making, to avoid narrow-minded or short term actions. It's helpful to remember we are each the stranger to someone else at different times.

Learn in Public: Let go and open up to possibility

In Gracious Space people listen more and judge less. Learning with others asks us to suspend judgment, take risks, pay attention to our learning, and share lessons learned. It asks us to let go of being right, to be vulnerable, to learn from difference, and become a learning community. In this space we can work better across boundaries, share diverse perspectives, work through challenges conflict, discover transformative solutions and carry out innovations for change.

To create Gracious Space:

- ❖ Bring a positive spirit
- ❖ Attend to the physical setting
- ❖ Invite the 'stranger'
- ❖ Learn together