



Community  
Building  
International

**A TASTE OF  
COMMUNITY:**

**Community Building  
Skills Training**

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# Objectives, Agenda, and Ground Rules:

## OBJECTIVES

1. To learn about what is The Art of Connection and Community Building skills.
2. To practice one of the *Guidelines for Communication* necessary to collapse time and quickly build authentic connection, relationship, safety, and respect.
3. To improve your ability to listen.
4. To learn about some of your personal obstacles to authentic connection and communication.

## AGENDA

1. Welcome/Community Vision Exercise
2. What is Community Building? What are the Guidelines for Communication?
3. Exercise: ***“Listen Only Listen”***
4. Question & Answer/Close

## GROUND RULES

1. Cell phones and other devices off, including I-watches, except during breaks and except for the device you are using for the Recovery Forum.
2. Be respectful of others and yourself.
3. Confidentiality.

# Ground Rules – Can you commit?

1. Cell phones and other devices off, except during breaks.
2. No eating during the training except during the breaks. Drinking is fine.
3. Confidentiality.

# Community Vision Exercise:

1. Find a partner. Introduce yourself. Agree who will speak first, who will listen first. If necessary, choose based chronologically by birth month.
2. Listen to the Community Vision as it is read aloud. Notice what word or phrase touches you, calls out to you, stirs you, strikes you, lands on you.
3. Each person takes 2 minutes to share the word or phrase that touched you, and why? The other person listens. We will let you know when the 2 minutes have passed for each person.
4. There will be an opportunity to briefly share with the larger group about your experience with your partner, and/or what struck you from the Community Vision.

# Community Building Vision:

*“There is a yearning in the heart for peace. Because of the wounds and rejections, we have received in past relationships, we are frightened by the risks. In our fear, we discount the dream of authentic Community as merely visionary. But there are rules by which people can come back together, by which the old wounds can be healed. The purpose of Community Building is to teach these rules -- to make hope real again -- and to make the vision actually manifest in a world which has almost forgotten the glory of what it means to be human.”*

*- M. Scott Peck MD, author *The Different Drum**

# Community Vision Exercise

- **Takeaways**

1. People long for peace and connection. People long to be seen and known.
2. People are afraid to risk because of past rejections and bad experiences.
3. There are rules/guidelines that can heal the past, restore hope and build Community!
4. People may be unaware of these key rules.
5. Community Building Workshops and Skills Trainings can teach these rules/principles/behaviors/guidelines to restore connection, teamwork, civility, and respect.
6. Building connection and Community increases outcomes and results.

# HISTORY OF COMMUNITY BUILDING

- M. Scott Peck MD, renowned author of *The Road Less Traveled* originally developed the **Community Building** process to address the increase of polarization, loneliness, separation, falseness, and division in the world.
- Peck developed a set of Communication Guidelines that collapse time, and quickly build connection, trust, respect, safety, and authentic relationship with people from all backgrounds.
- The original focus for Community Building was personal and spiritual growth. Community Building has expanded into many areas: business, government, education, healthcare, human services.
- Community Building Milwaukee and Community Building International (CBI) are hubs for Community Building training.
- The longing for connection, civility and Community is great. Community Building International is spreading quickly: Germany, Czech Republic, Switzerland, Hungary, Austria, Slovakia, Latvia.
- See [www.CommunityBuilding.com](http://www.CommunityBuilding.com).

# DEFINITION OF COMMUNITY

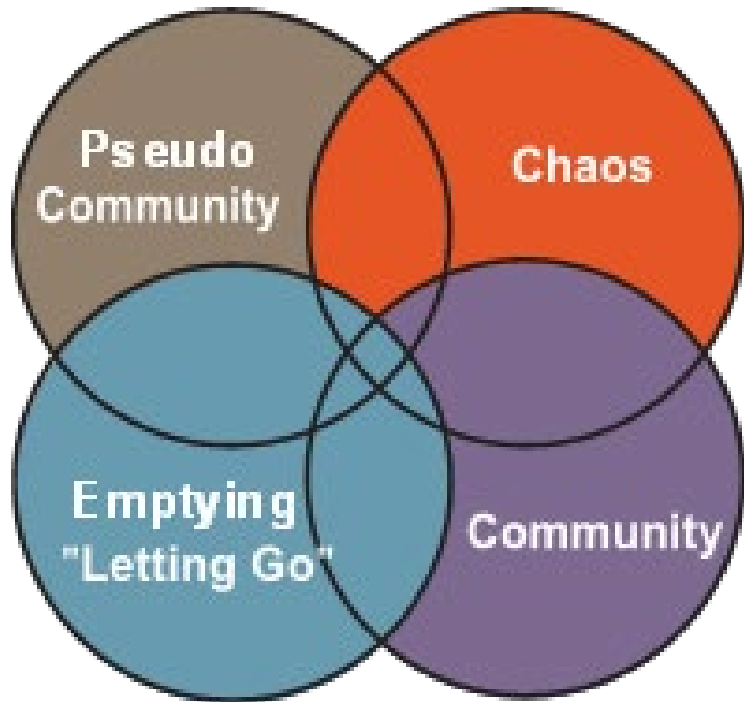
“Community is a group of individuals who have learned how to communicate honestly with each other, whose relationships go deeper than their masks of composure, and who have developed some significant commitment to 'rejoice together, mourn together,' and to 'delight in each other, make each-others' conditions their own.'” - M. Scott Peck MD

“Community is an ***experience*** of authentic connection, unusual safety, and extraordinary respect.” - Edward Groody

- **Takeaways**

1. There are many valid definitions for the word Community. For this training, Community means an “*experience* of authentic connection, unusual safety, and extraordinary respect.”
2. Groups that call themselves a “Community” may in fact have never experienced “Community.”

# Four Stages of Relationships: Have you experienced “True Community?”



- **Pseudo-Community:** get to know you, polite, topics, conversation vs. sharing, pleasant vs. superficial, fake/masks, hidden. Group dynamic: “We are the same,” How can we preserve similarities?
- **Chaos:** no listening, expectations and demands, fixing/advice, us vs. them, chaotic rhythm, differences are surfaced. Group dynamic: “I have the answers”, fixing, advice, preaching, teaching, proselytizing.
- **Emptying:** letting go, being vulnerable, taking risks, sharing, releasing. Group dynamic: letting go of my expectations and demands, that I have all the answers, personal obstacles, armor, defenses, creating safety.
- **Community:** connection, acceptance of differences, healing, unusual safety and respect, space and pace. Group level focus: presence and connection, risking, space, listening, room for uniqueness, differences.

# FIRST OF TWELVE COMMUNICATION GUIDELINES – THE SECRET SAUCE

1. **“Listen Only Listen Part 1”**: Be present for the speaker, listen, receive, and hold space.
  - Using the Guidelines is the key to building Community and achieving the goal of experiencing the 4<sup>th</sup> stage of the process – genuine Community.
  - The Guidelines are dynamically connected. Each guideline is valuable on its own. The sum of the Guidelines, practiced together, is greater than the individual parts.
  - The guidelines collapse the time it takes to build trust, connection, safety – and genuine Community.
  - Each guideline involves certain behaviors, skills, types of awareness, and ways of being together.
  - One of the most important reasons to participate in the Community Building Skills Training is to experientially learn and practice the Communication Guidelines.

*“The truth will set you free – but there is a cost. The price is that you must accept yourself, all of yourself, even your worst flaws and mistakes, completely, unconditionally.”*

- Edward Groody

# KEY #1: “LISTEN ONLY LISTEN”

**Role Play: A made up example of what sometimes happens in everyday life.**

1. What is going on? What is happening?
2. Is this familiar? Do you have people who don't listen in your life?
3. What are the two key dynamics at play leading to poor listening?
  - a) \_\_\_\_\_?
  - b) \_\_\_\_\_?



# “Listen Only Listen” Exercise

1. Find a partner, preferably someone you do not know. Person A goes first, person B goes second. If necessary, choose based chronologically by birth month.
2. Person A, answer and share about this topic: What challenge or difficult situation are you facing in your life, home, school or work now?
3. Person B *listen only listen. Do not speak. Only listen!* Allow space and silence. It is okay if there are periods of silence. Even if it seems that Person A is done sharing, remain silent.
4. After Person A is complete (5 minutes), you will be asked to direct your attention back to the large group for a debrief of the exercise.
5. After the Debrief, switch roles. Person B share about the topic: What challenge or difficult situation are you facing in your life, home, school or work now? Person A, your role now is to listen, only listen. Do not speak. Only listen! Even if it seems that Person B is done talking, remain silent.
6. After Person B is complete (5 minutes), the facilitator will ask you to return from the dyads for a group debrief.

# Guideline #1: “LISTEN ONLY LISTEN”

- Takeaways:

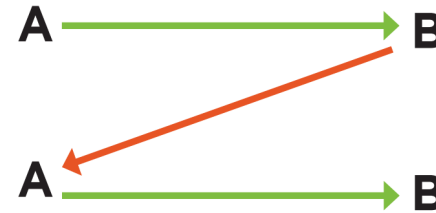
Two common behaviors that get in the way of real listening:

- Shifting the focus to yourself. Real listening means keeping the focus on the other person and being present without agenda. It's all about being there for the other person.
- Fixing, which includes giving advice, inspiring, teaching, preaching, saying “it's going to be okay,” saying “stay positive,” proselytizing, asking questions. Allow the speaker to lead/go where they choose to go without others guiding or interrupting. Be silent, offer a “silent hug.”

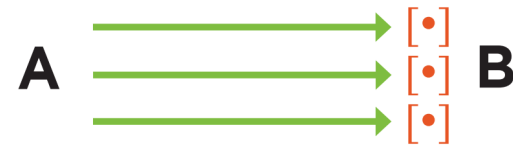
1. Real listening is: “Listen only Listen”, “Listening From Emptiness”, “Listening Without an Agenda.”
2. Real listening does not happen very often because I am “full” of my own needs and issues. Being “full” prevents us from being present and fully receiving and holding what the other person is sharing. Being “full” leads to “shifting the focus” and/or “fixing.”
3. Giving verbal advice, feedback, or encouragement may be helpful later - but *not* in the moment of deep sharing. Listening is as much about timing as it is attention.
4. Ask the person in advance *before* giving advice, support feedback or offering touch/hug.
5. Common sense says that listening techniques (eye contact, nodding, body language, etc.) are helpful – but are not the key to real listening. Head nodding is okay if not a distraction.
6. Asking questions is a kind of fixing. Questions guide the person in a certain direction. There are situations where questions can be helpful. It is better to wait until after a person has shared before asking a question. Ask the person if you may ask a question before doing so.
7. People can *sense* and *know* that you are listening even without words or common interruptions.
8. At first, you may need to let people know that you are using a new way of listening.
9. Focus on receiving, holding, honoring, and respecting the other person *in silence*. Give a “silent hug.” This will often allow the person to feel safer and share more deeply even if they did not expect to.
10. “Bracket” distracting thoughts and feelings. This may be a new muscle to develop.
11. If are unable to bracket due to distracting thoughts or circumstances, it is usually better to say: “I am not able to listen well now, can we talk later” – rather than to listen poorly.
12. Develop a daily mindfulness, meditation, or contemplative prayer practice for self-care and to stay “empty” for better listening.
13. Develop relationships or join a Community Circle to share and empty regularly.

### LISTENING

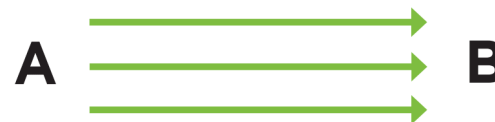
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### LISTENING WHILE BRACKETING



### LISTENING FROM EMPTINESS



## Next Steps:

- Bring a Community Building Skills Training to your team or organization
- Become a member of Community Building International (CBI)
- Attend advanced Community Building trainings and workshops
- Become a Community Building Facilitator
- CBI website: [www.CommunityBuilding.com](http://www.CommunityBuilding.com)

# APPLICATIONS AND BENEFITS OF COMMUNITY BUILDING SKILLS TRAINING:

- Professional Growth: Communication Skills, Emotional Intelligence, Soft Skills
- Business: Leadership & Team Development, Reducing Turnover, Improving Productivity, Employee Engagement and Satisfaction
- Personal & Spiritual Growth/Mindfulness
- Overcoming Loneliness & Isolation
- Becoming Trauma Informed
- Improving Outcomes in Human Services and Criminal justice programs.
- Reducing Burn-Out/Compassion Fatigue
- Restoring Civility, Resolving
- Neighborhood Strengthening
- Building Genuine Collaborations

# View and Register for Public

Scan the QR Code or use the link below:



<https://www.eventbrite.com/o/wcs-community-building-milwaukee-27866850973>

## Your Presenters:

### **Karole L. S. Kimble**



For over 30 years, noted communications expert, Karole L. S. Kimble has dedicated her time and energy to building bridges and raising awareness for underserved and marginalized populations. From being a former newscaster and reporter to becoming a Diversity, Equity & Inclusion expert and personal life & relationship coach, Karole is a true Servant Leader. Her passion lies with empowering women, immigrants and people coming out of prison to live their best lives. She is a certified facilitator and offers programs that focus on creating meaningful dialog around these and many other topics. Karole is committed to creating an inclusive society through the power of aiding people to unlearn “racism”, poignant storytelling, creative yet open communication, and building TRUE community. Karole is a Senior Facilitator & Level I Trainer with both Community Building Milwaukee & Community Building International.

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### **Kenneth A. Ryback**

Ken currently works as a Community Building Senior Facilitator, mentor, and coach as well as an Assistant Program Manager with Community Building Milwaukee. Graduating from UW-Milwaukee with a degree in Criminal Justice led him to work as a Wisconsin Probation/Parole Agent. Upon retiring, he began working at Wisconsin Community Services as a Recovery Support Coordinator in the Milwaukee Community providing crisis case management to those struggling with substance use and/or mental health issues. Community Building Skills combined with past work experiences provides the basis to connect to others as well as enhanced his ability to build trust and safety. His years working in the Milwaukee Community with justice-involved individuals provides unique qualities and perspectives. Among other things Ken is the father of 2 children, a Master Level Reiki, and T4C Facilitator (Thinking for a Change).

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**Electronic Business Card**

