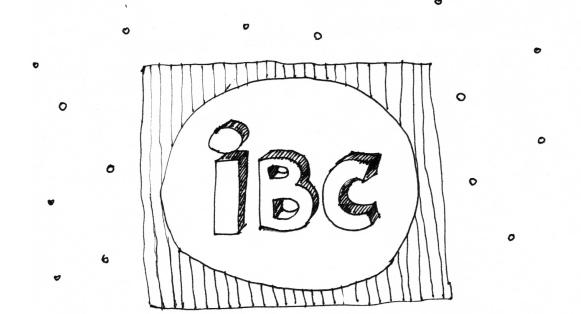


# **Methods and Magic**





"I believe we can change the world If we start talking to one another again."

Impulse Boost Camp Methods Collection







# « Turning to one another. »

There is no power greater than a community discovering what it cares about. Ask "What's possible? "not "What's wrong?" Keep asking.

Notice what you care about. Assume that many others share your dreams.

Be brave enough to start a conversation that matters.

Talk to people you know.

Talk to people you don't know.

Talk to people you never talk to.

Be intrigued by the differences you hear. Expect to be surprised.

Treasure curiosity more than certainty.

Invite everybody who cares to work on what's possible. Acknowledge that everyone is an expert about something. Know that creative solutions come from new connections.

Remember, you don't fear people whose stories you know. Real listening always brings people closer together.

Trust that meaningful conversation can change your world. Rely on human goodness. Stay together.

- by Margaret J. Wheatley













#### « Preface »

Dear Reader,

On the following pages, you can find almost all methods used during our international training course <a href="Impulse Boost Camp">Impulse Boost Camp</a> captured in one document. This is a collection of the work of many different people, and we appreciate them all.

Methods are useful tools for work; however, they remain tools if they are not combined with a special attitude. If you have participated in Impulse Boost Camp, you probably know what we mean by that. Therefore, we invite you to prepare well if you want to use these methods, bring a smile and some time, take a deep breath, look everyone in the eyes, and care about the room's atmosphere. Take a moment to check-in and check-out. Make sure everybody feels seen and heard. Invite mindfulness. And never forget to trust the process.

The project of this booklet is a voluntary endeavor, and we are far away from being perfect. If you find an important piece of knowledge missing or incorrect or have another suggestion, please feel free to contact us at nele@ifzw-impulsstiftung.de.

We wish you a lot of fun with the methods below.

Yours,
Nele & team of Impulse Boost Camp





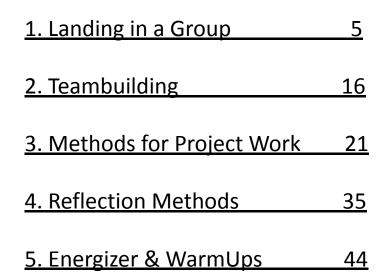
































# **Check-In | Check-Out Circles**

**Goals:** Landing, acknowledging the presence of everybody in the room, being able to take care of each other's needs.

Time: 10 minutes

**Materials:** Nothing needed, but you can add modelling clay, paper and pen, emotion cards if you want to visualize the state of everyone, a singing bowl if you're going to start and end with a sound, talking stick.

**Content:** A moment of silence at the beginning of each session or meeting. Make a round where everyone says how everyone feels or use creative methods (e.g., see above). Questions might vary, but the most common is "How are you here today?"



# **Cafe International | Bar International**

Goals: Getting to know each other in a positive atmosphere.

Time: 60 minutes

Materials: Tea and snacks, questions on flipchart

**Content:** Arrange several tables with snacks on a plate in the middle. Ask everybody to find a seat. The facilitators serve tea and coffee. Write down 4 questions on a flipchart. Ask everybody to share the answer to the first question at their table. Ask everyone to find a new table after 15 minutes. Then pose the next. ...

#### **Questions:**

What did you experience on your journey? What surprises others about you? What thing would you never throw away?

#### **Welcome Circle with Emotion Cards**

**Goals:** Welcoming people, the introduction of participants in a warm and welcoming atmosphere.

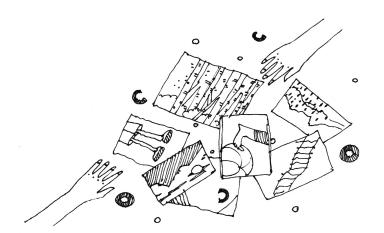
Time: 30 minutes

**Materials:** Emotion cards (e.g., Dixit Cards, photos, postcards etc..), flowers or candles to decorate the centre, a singing bowl with a stick (can also be used as a "talking stick").

**Content:** Participants sit in a circle. You can find several cards in the middle with different photos that express a particular emotion or atmosphere. Start with welcome words or reading. Ask the question:

#### » What brings you here? «

Everyone should look for a card that resonates and helps formulate an answer to the question or even illustrates the answer. The gong can be a sign to start the sharing circle and creates focus. One person starts by picking up the talking stick from the centre and shares. Then pass on the stick to one side. If a person doesn't feel like talking, you may pass the stick around several times.











# **Learning Journal**

Goals: Check into the day, personal reflection

Time: 15 minutes at the beginning of each day

Materials: Paper and pen or book for the entire week

**Content:** The facilitator asks 3 questions, and participants write down the answer for themselves.



What personal experience or journey brought me here?

What do I understand under a "good" community?

What would I like to contribute to this "good" community?

What flashes of inspiration did I have today?

At what moment of time and content did a penny drop for me today?

What did I find puzzling, difficult or contradictory today?

What desire do I feel inside of me? What do I definitely need to find out?

What method we used made me happy?

How can I further explore my perceptions and ideas?

Which assumptions could I question more?

Which sentence or ideas do I want to speak out loud today or tomorrow?

Which information and resource of knowledge do I need to locate and interpret?

What new knowledge, skills, or understanding have you gained during the process of writing your journal?

Have you changed your opinions or values during this week's experiences?

How can you improve your learning, thinking, working in the future?

Have you identified the next step for your development?

What made you smile since your arrival at IBC?

What is one goal that you have for the near and for the distant future?

What is a good conversation for you?

What do you want to implement after IBC?





# **Establishing Group Principles**

**Goals:** Creating a Safer Space with Principles so

everybody feels well.

Time: 60 - 80 minutes

Materials: 4 sheets of paper, 3 flipchart paper, pens

**Content:** Divide the group into 4 sub-groups. In each group, participants are asked to write down 6-10 principles of co-living and learning. Afterwards, two groups meet and are asked to share, discuss, and combine to write down 6-10 principles. In a third step, the group will do the same to establish a list of 10-12 principles. Here, moderation has an important role. Facilitators can delegate the moderation to the group; however, they should be prepared to step in and/or ask questions to specify if principles seem too broad or certain aspects are missing.









# **Profile Gallery**

Goals: Getting to know each other by creating a profile sheet.

Time: 60 minutes

Materials: A3 Paper and pen for everyone

**Content:** Let the group pair up to interview each other and create a profile poster with a picture and information such as:

Name, Age, Home, Occupation, Interests, Voluntary Work, Gift, Superpower What is your voluntary work?
Why is this important for you?
How do you want to contribute to IBC?





## **Secret Friend**

**Goals:** Buddy-system Seminar game to bring small gifts of joy to each other.

**Content:** The facilitators write down each participants name on a paper and ask everybody to pick one. Make sure nobody picks their own name. The information on who has picked whom stays top secret and should remain so until the end. Now that everyone has a "secret friend", participants are invited to secretly bring joy and take care of their secret friend. Most likely what friends just do, e.g.:

Check on your secret friend.

Make your secret friend a present.

Give your secret friend a huge smile from time to time.

Make the stay for your secret friend as lovely as possible.

Get to know the habits of your secret friend and prepare them a coffee, tea, etc. at some point.

At the end of the seminar, you may reveal the identity of your secret friends.









## **Welcome Routine - The Name Circle**

Goal: Remembering the name of each other, check-in.

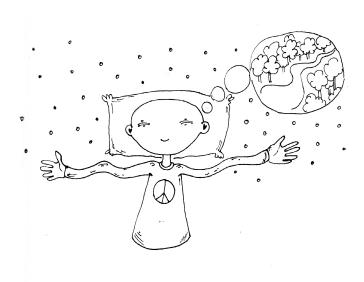
Time: 2-3 min. per Person

**Content:** In a circle, participants are asked to tell the group their name, what it means and why their parents

decided on that name + exchange and reflect on it.

Methods and games that help remembering everyone's names can be found at the beginning of Part Six of this booklet.





# Positioning | Human Poll | Human Map

**Goals:** This method can serve different purposes, e.g., finding out the stance of a group without talking but can also serve as a beginning exercise of a session.

Time: 3-5 minutes per question

Materials: Space for participants to move and stand.

**Content:** You can mentally create scales (e. g. Yes – No, Agree – Disagree, North, South, East, West, the yearly circle, etc.) by pointing out directions to the participants or visualizing the scale with objects, chalk or tapes. Then, you can post your question or task. Option: Participants should be silent and try to communicate in other ways besides talking. After the positioning, the facilitator asks why people are standing where they stand.

#### Questions to get to know each other:

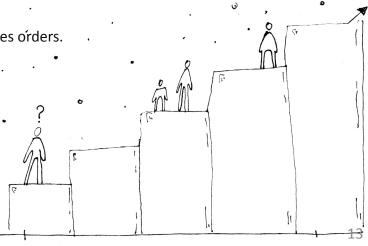
Where is your home-base located, how tall are you and how old are you? How many seminars/projects have you participated in so far? Where was the most inspiring trip located in? Group yourself within your professional fields.

#### Statements on a certain topic:

A good leader has sufficient knowledge as the rest of team. A leader gives orders. A leader is a moderator and asks questions.









# **Expectation Tree**

Goal: Clarifying expectations for the week, getting to know different wishes and needs.

Time: 10min brainstorming, 10min discussion

Materials: Small papers/moderation cards, pens, board, pins

**Content:** Thinking about expectations for the coming IBC week within small groups of 3-4 people and writing them down on cards. The facilitator clusters expectations on a board and presents them to the whole group. Leave room for questions and/or discussion.



## **Gift Circle**

**Goals:** Offering skills and knowledge, building an atmosphere of collaboration, sharing and giving.

Time: 15 minutes

Materials: Talking stick

Content: Sitting in a circle, everybody offers something to the group (e.g., "I can teach the Sun Salutation Yoga Practice", "You can use my slackline" ...). Use the talking stick and pass it around several times in the circle in case people do not know what to offer in the first round.















## Chaos Game | Team 30

**Goals:** Teambuilding by fulfilling goofy tasks together in a short amount of time.

Time: 30 minutes

Materials: Flipcharts with tasks

**Content:** Prepare a big sheet of paper with different tasks (around 30)

for the group – make it funny! Here are some examples:

Half of the group makes a handstand.

Write a "Thank you card" to the kitchen team.

Write a list where you note down how everyone found out about your workshop.

Collect a flower bouquet for the seminar room.

Draw a picture of the group.

Pretend for 20 seconds that the time stops.

One person gurgles a song. The others must guess it.

Create a poem that has 5 verses.

Make a funny group picture. Everybody must wear something on their head.

Then set the timer without allowing the group to prepare. The facilitators are the jury and take photos.









# **Sound Tranquilizer**

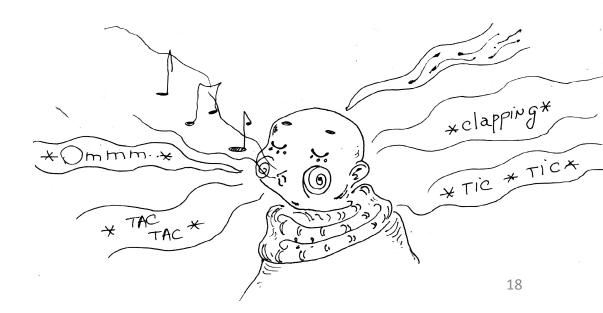
Goals: Invite mindfulness and sensibility, experience self-created beauty as a group.

Time: 15 minutes

**Materials:** Relaxing atmosphere, closed windows, space for everyone to sit with a bit of distance apart from each other.

**Content:** Everybody finds a comfortable place in the room. The facilitator invites the group to close their eyes and relax and introduce some breath or awareness exercises. The facilitator touches all participants one after the other on their shoulders. When touched, the person makes a continuous sound until they are being touched a second time.





## **Trust Circle | Storytelling Experience**

Goals: Witness the power of storytelling and create a sense of community and vulnerability.

Time: 30 minutes - 1 hour

Materials: Pillows, blankets

**Content:** All participants lie down on the ground in a circle.

All heads are directed towards the centre of the circle and feet to the circle periphery.

Use pillows and blankets to make it comfortable. Everybody closes their eyes.

The moderation creates a calm and relaxed space and explains the procedure.

The moderator asks 5 - 6 questions in total, and every person that feels like speaking up

can answer the question. There is no need to coordinate; just go with the flow.

Nobody gives feedback or comments; everybody just listens.

Each question will be answered for about 10 minutes by different people,

then you move on to the next question.

#### **Questions:**

What is special about your name?
How did you make another person laugh?
How did you make another person cry?
What made you laugh?
What made you cry?









# **Tower Building**

Goals: Experience and reflect on group dynamics while trying to build the highest tower.

**Time:** 5min brainstorming, 5min building the tower, 5min discussion and reflection

Materials: Marshmallows, spaghetti, scissors, tape, newspaper, cardboard, empty toilet role, string

**Content:** Create groups of 4-5 persons. Each team gets the same material and has 5min times to brainstorm ideas and build a tower out of them without touching the materials. Afterwards, all teams get 5min to build their towers, while the facilitator checks on the time. When time is over, no touching and correcting of the towers are allowed anymore. The highest standing tower wins (but all can get a price, e.g., sweets).

**Reflection:** Give space to let the teams reflect on how the process went: What was good, what was wrong and why? Were there specific dynamics visible in the group? Who took the lead, who was following? Has there been a consensus on what to do? Reflect on what team roles (Dr. Belbin) you took on:

#### Action oriented

- Implementer ... turners ideas into actions, structure & concrete goals
- Completer ... high quality standard, notices fine details
- Shaper ... motivates others, stays positive, pushes & achieves goals

#### Thought oriented

- Plant ... generates ideas, unconventional thinking
- Specialist ... dedicated & helpful, expert in a specific field
- Monitor Evaluation ... critical & rational thinking, evaluates all opinions, gives insightful solutions

#### People oriented

- Resource Investigation ... picks up ideas and brings them to the team, networking
- Coordinator ... good overview, identifies talents in a team
- Team worker ... good listener, supports team members

















# **World-Disney-Method**

**Goals:** Project planning, also project development or brainstorming answers to a specific question.

Time: 60 minutes

Materials: 3 big paper, pen, optional: 3 different hats

**Content:** Formulate a specific question, e.g. "How do we develop IBC further?" or "How do we live more sustainable in our communities?" Prepare 3 corners with 3 flipchart papers. On top, write down **Visionary, Realist and Critic.** 

To answer the question, people will position themselves in one of the 3 corners and speak from within the role of the Visionary, the Realist or the Critic.

A few rules apply here. When you stand in the visionary corner, you are free to

dream and formulate the answer as if there were no boundaries.

The Visionary can never be criticized. The Realist is the one that

is proposing how to implement the Visionary's ideas and makes

them specific. The Critic is criticizing the plans of the Realist. Critic and Visionary

never interact with each other. People are free to take up the different roles at any time; there is

no specific order. Make sure people visualize their ideas on the papers or have a note taker for this reason.

The paper that contains the most specific outcome and will be worked with further is the Realist.





## **Open Space**

**Goals:** Let the participants contribute, share knowledge, talk about things that people seek exchange on or conduct physical experiences.

**Content:** Prepare a grid on a big poster with different meeting locations and different time slots. Distribute paper and pens to participants. Everybody who wants to host a session comes to the front, explains its topic, and places their paper on the grid. Every host gets a big paper to visualize their meeting. People are free to move to the slots of their choice or around. They do not have to stay at the session and are free to the group presents shortly what has been done.

#### **Principles:**

Whoever is there are the right people.

Whenever it starts is the right time.

Whatever happens, is the only thing that could have When it's over, it's over.

And the **Law of Two Feet** applies: At any time, a person feels a meeting is not contributing to their learning nee they have the responsibility to move to a more suitable place for them. Be it the coffee table, where th stand around and do nothing but look beautiful like a **butterfly**, or the next session, where they connect the discussions like **bumblebees** bring pollen from one flow to the other when they move around.





#### **World Café**

**Goals:** The World Café methodology is a simple, effective, and flexible format for hosting large group dialogue. It allows you to gather fast and systematic knowledge of nearly all participants. Plus, it enables every person to contribute to each topic. The name "Café" is used because people are doing a kind of table-hopping which brings them into various discussions that may have already a base to talk about, which supports a quick process.

Time: 1 - 4 hours

Materials: Flipchart papers, pencils, different tables

#### **Content:**

The host begins with a warm welcome and an introduction to the World Café process, setting the context, sharing the Cafe Etiquette, and putting participants at ease.

The process begins with 10 - 20 minutes rounds of conversation for each small group seated around a table. A flipchart paper serves as the tablecloth where everybody or the table host captures parts of the discussion. At the end of the twenty minutes, almost all group members move to a new table. They leave one person as the table host, who welcomes the next group and briefly fills them in on what happened in the previous round. Every table works on its own question throughout the various rounds. In the end, results can be harvested by the table hosts in front of the large group.

#### **Questions:**

What did you experience on your journey? What surprises others about you?



## **Peer Consulting**

**Goals:** Gathering possibilities for solutions to a problem in the work or life context of a specific person.

Time: 50-60 minutes

Materials: Paper, pen, separate chair not facing the rest of the group

**Content:** Find one advice seeker, a person that needs consulting. Also, choose a moderator. The other participants are the advisory group.

Casting (approx. 10 min)

People looking for advice speak up; the group decides who will be advised.

**Spontaneous Sharing (approx. 10 min):** 

The advice seeker explains the situation to the interviewer and the advisory group.

What happened/background?
Who is involved/social dynamics?
What is the problem/issue?
What's my opinion and feeling?
What would be the best outcome of the situation?

... to be continued on the next page









## Question Round (approx. 5 min):

The advisory group asks questions to get a better understanding of the situation. No feedback and solutions have been discussed yet. The moderation can be strict here.

#### Defining the Key Question (approx. 3 min):

The advice seeker formulates a clear and specific key question to their problem in one sentence. The moderator can help here and then writes down the key question visible to everyone.

## Choice of Method (approx. 5 min):

The moderator presents the different methods. The advice seeker then chooses their preferred method.

## a) Brainstorming

advisory group shares all their ideas in no specific order, no "killer-sentences."

#### b) Headstand-Brainstorming

key question gets turned upside down (formulated in the opposite way, e.g. How can I reach my target group? ☐ How can I not reach my target group?

#### c) Reaction Round

in a circle, everyone shares their empathy. Round of condolence.

#### d) Good Advice

introduce accordingly ...

- I'd advice you to ...
- Me, in your place, I would ...



#### Consulting (approx. 20 min):

The advice seeker turns away from the group, takes paper and pen for writing down notes and is no longer part of the conversation. The advice seeker is listening intensively at this point.

The moderator and the consultants begin to discuss the issue:

## Impression & Hypothesis:

What I've heard/understand
I noticed that...
In the advice seeker's position, I would feel like...

#### Solution & Approaches:

For me, a good solution...

My first action would be ...

These situations open opportunities, ....

## Feedback (approx. 10 min):

The advice seeker turns back to the consultants and the moderator and starts talking about what resonated while listening to the advisory group discuss the issue. Then, they thank the group.









# **Design Thinking**

Goals: Get a better understanding of and connection to the needs of your target group.

Time: est. 1 hour

Materials: Flipchart, post-its (sticky notes), pens

- 1. Create groups of 4 to the participants' main target group or field of activism (e.g., scientists, civil society, politicians).
- 2. One group person thinks about someone they know who belongs to the target group and incorporates this person. The others have around 5-10 minutes to ask questions to this person and write down basic information and quotes on sticky notes.
- 3. Next, the group clusters their notes on a flipchart concerning different categories (e.g., personal life, hobbies, interests, work, political standing). Assumptions on missing points can be added.
- 4. All groups present their persona to the whole group.
- 5. Groups think about options, how their persona could be reached according to their needs (at least 5 ideas each).
- 6. Decision on the two best options. à method recommendation: How-Now-Wow Matrix (see next page).
- 7. Each group presents their options creatively to the whole group (e.g., theatre play).
- 8. Group gives feedback/votes for the better option.



## **How - Now - Wow Matrix**

**Goals:** Find out which ideas are best to implement.

Time: 30 minutes

Materials: Flipchart or blackboard, post-its (sticky notes)

**Content:** First, collect all ideas of your peers or colleagues regarding the kind of project you want to work on. Write them down on separate sticky notes. Put them on the outer parts of a flipchart paper, like a frame. Now, draw a coordination cross with the x-axis named "Level of innovation" and the y-axis named "Easiness of implementation". You will receive three important squares: The How-section is on the lower right-hand part. Diagonally, on the upper left-hand side, you can find the Now-section. The Wow-section is on the upper right-hand part. Afterwards, start discussing each idea and decide where to put the post-its in the coordination cross. The ideas in the WOW square are most likely the ideas you want to continue working on.









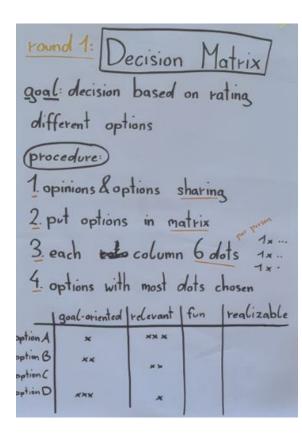
# **Decision-Making I: Decision Matrix**

**Goals:** Come to a fast decision based on different rating options.

Time: est. 10 minutes

Materials: Flipchart/paper, pens

- 1. Participants share their ideas and opinions on different options concerning a given question (e.g., what to do with an empty piece of land?).
- 2. Presented options (e.g., build an eco-village) are put in a matrix with around 4 voting categories (see picture).
- 3. Each group member gets to vote their three favorite options for each category and ranks them by the number of dots given (3 dots, 2 dots, 1 dot).
- 4. Option with most dots in total gets chosen as the final decision.





# **Decision-Making II: Consent**

**Goals:** Get a decision that is "good enough for now, safe enough to try."

Time: est. 10 minutes

Material: none

- 1. Facilitator presents the topic.
- 2. In a circle, participants share experiences and information.
- 3. Afterwards, two rounds of opinion-forming and arguing for or against different options.
- 4. Facilitator formulates a proposal based on what group members expressed.
- 5. Consent circle: The facilitator asks the group if everyone can live with the proposal for now and give it a try. On a count of 3, everyone shares their reaction with an agreed-upon hand gesture (no objection, slight concerns or well-founded objection)
- 6. In case of objections: Ask people, who objected to elaborate their concerns and develop a new proposal. If there are no objections, the decision is made.











# **Decision-Making III: Systemic Consensus**

**Goal:** Come to a decision based on the agreement by all group members.

Time: est. 10 minutes

Material: none

- 1. 1. Participants share their ideas and opinions on different options for a decision on a given question.
- 2. Group tries to understand all participants' needs, wishes, and experiences and looks for common ground.
- 3. Group drafts a proposal for the group's highest good by including concerns and combining ideas.
- 4. Test for agreement: each member is asked to signal whether they agree to the previously made proposal or not
- 5. If everyone says "yes "to à decision made, if anyone says "no ", à go back to an earlier stage and reformulate the proposal.



# **Controlled Dialogue**

**Goals:** conflict prevention or solving, prevent or solve miscommunication, get a complete understanding of each other's thoughts.

Time: 40 minutes

Materials: None

**Content**: Person A talks about their stance and starts with one argument. Before person B names a counterargument, person B paraphrases A's argument and asks if it is understood correctly ("I understand that you say..."). When person B has understood the argument of person A correctly, then they can share their next argument/point and person A paraphrases.

#### If you do this as an exercise:

Start with a question or controversial statement, e.g., "Everybody should eat vegan". Let the participant's pair up and decide who is pro and who is contra. Explain the structure of the discussion and let them try it out for 20 minutes. Then, reflect on the method as a group.





# **Storytelling Practice**

**Goal:** Practice good storytelling. This can also be the story of a project or the aim of a project.

Time: Minimum 1 hour

Material: blanket and pillow, mat to have it cosy, tables papers, pen, mind-maps

**Background:** This method can be connected to the Trust Circle. We have experienced that we all understand the story of the hero, the underdog, or heartbreak. We all process emotions and can share feelings of elation, hope, despair, and anger. Sharing in a story gives even the most diverse people a sense of commonality and community.

## Steps for creating a story:

- 1. Know your audience.
- 2. Define your core message.
- 3. Decide what kind of story you're telling.
- 4. Establish your call to action.
- 5. Choose your story medium.
- 6. Write.
- 7. Share your story.

Example for good storytelling <u>here</u>. (trial against terrorist that attacked a synagogue in Halle, Germany) Further information is <u>here</u>.

**Content:** Let everyone go through the steps for creating a story, then share.



















## **Nature and Reflection Walk**

**Goals:** Reflection of what has been learned at the end.

Time: 1 - 2 hours

**Content:** Chose a joint walking tour. Form groups of 3 people. Those groups go on a walk with space in between each other and discuss a question. After 10 minutes, mix up the groups again. Then ask the next question. Repeat. Groups can be mixed up by handing out small papers of different colours with different shapes in different colours on them. Then participants can find each other according to different or equal shapes, papers and colours.

Questions might be for instance:

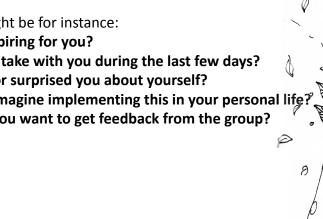
What was inspiring for you?

What did you take with you during the last few days?

What behavior surprised you about yourself?

How do you imagine implementing this in your personal life?

For what do you want to get feedback from the group?







# **Appreciative Inquiry**

**Goals:** Reflection in smaller groups, create a space to share thoughts on a deep and personal level, apply active listening in a smaller group, can be used e.g., to reflect on the dreaming journey.

Time: 45 minutes

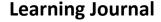
Materials: Groups of 3, one clock per group

**Content:** Build groups of 3. Person A starts to share whatever they would like to share for 5 minutes without interruption. If they stop talking after 3 minutes, the group stays silent and listens to the silence for the rest of the time. Person B and C listen with their whole presence and give space for person A. Afterwards, person B asks questions to help A to get a deeper understanding of the experience. Person C is listening only, keeps the time and at the end, shares what they observed. Afterwards, they switch roles. Non-violent communication and the mental creation of a safer space beforehand is helpful.









**Goals:** Check into the day, personal reflection.

**Time:** 15 minutes at the beginning of each day

Materials: Paper and pen or an individualized book for the entire week

**Content:** Trainer asks 3 questions in total, one after another, participants write down the answer for themselves.

#### **Questions:**

What personal experience or journey brought me here?

What do I understand under a "good" community?

What would I like to contribute to this "good" community?

What flashes of inspiration did I have today?

At what moment of time and content did a penny drop for me today?

What did I find puzzling, difficult or contradictory today?

What desire do I feel inside of me? What do I need to find out?

What method we used made me happy?

How can I explore my perceptions and ideas?

Which assumptions could I question more?

Which sentence do I speak out loud today or tomorrow?

Which information and resource of knowledge do I need to locate and interpret?

What new knowledge, skills, or understanding have you gained during the process of writing your journal?

Have you changed your opinions or values during this week's experiences?

How can you improve your learning, thinking, working in the future?

Have you identified the next step for your development?

What made you smile since your arrival at IBC?

What is one goal that you have for the near and for the distant future?

What do you want to implement after IBC?







### **Dreaming Journey**

**Goals:** Utopia creation, relaxation, meditation, reflection.

Time: est. 20-30 minutes

Materials: Speakers, music, blankets or yoga mats, text

#### Content:

Participants lie down in a comfortable position, facing their heads to the facilitator and if possible, try to not move for the next 20-30 minutes. Soft music is playing, facilitator reads out a text to guide the dreaming journey and stimulate the inner conversations of participants.

Best to be combined with reflection methods afterwards, e.g., flow writing and appreciative inquiry.









# **Flow Writing**

Goals: Explore personal goals and visions for life.

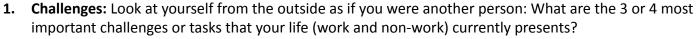
Time: 60 minutes

Materials: Paper, pen

#### Content:

#### Part 1

Find a comfortable place in the room and take something to write. Start with letting the participants write down anything in their minds for 5 minutes (non-stop writing). Participants have 1 minute per question to write down whatever pops up in mind. Mention that these are personal notes that do not need to be shared.



- **2. Self:** Write down 3 or 4 important facts about yourself. Who are you?
- **3. Emerging Self:** What 3 or 4 things you would like to place more focus on in your future journey? What do you want to do more?
- **4.** Frustration: Frustration: What about your current work and/or personal life frustrates you the most?
- **5. Energy:** What are your most vital sources of energy? What do you love?
- **6. Inner resistance:** What emotions, inner voices, personality traits or fears prevent you from being the person you want to be?
- **7. The crack:** Over the past couple of days and weeks, what new aspects of your Self have you noticed? What new things did you do? What did you do differently?
- **8. Your community:** Who makes up your community, and what are their highest hopes regarding your future journey? Choose three people with different perspectives on your life and explore their hopes for your future. What might you hope for if you were in their shoes and looking at your life through their eyes?



- **9. Helicopter:** Watch yourself from above (as if in a helicopter). What are you doing? What are you trying to do in this stage of your professional and personal journey?
- 10. Imagine you could fast-forward to the very last moments of your life when it is time for you to pass on. Now look back on your life's journey. What would you want to be remembered for by the people who live on after you? (What would you want to see at that moment? What footprint do you want to leave behind on the planet?)
- 11. From that (future) place, look back at your current situation as if you were looking at a different person. Now try to help that other person from the viewpoint of your highest future Self. What advice would you give? Feel, and sense, what the advice is—and then write it down.
- 12. Now, return to the present and crystallize what you want to create: your vision and intention for the next 3-5 years. What vision and purpose do you have for yourself and your work? What essential core elements of the future that you want to create in your personal, professional, and social life? Describe as concretely as possible the images and elements that occur to you.
- **13. Letting-go:** What would you have to let go of to bring your vision into reality? What is the old stuff that must die? What is the old skin (behaviours, thought processes, etc.) that you need to shed?
- **14. Seeds:** What current life or context provides the seeds or opportunities for the future that you want to create? Where do you see your future beginning?
- **15. Prototyping:** Over the next three months, if you were to prototype a microcosm of the future in which you could discover "the new" by doing something, what would that prototype look like?
- **16. People:** Who can help you make your highest future possibilities a reality? Who might be your core helpers and partners?
- **17. Action:** If you were to take on the project of bringing your intention into reality, what practical first steps would you take over the next 3 to 4 days?

Source: Otto Scharmer – Theory U – U Journaling

Best to combine with a reflection method afterwards, e.g., Appreciative Inquiry.









#### **Medicine Walk**

**Goals:** Reflection on personal questions/struggles etc., deepen connection to nature.

Time: est. 3 hours

Materials: paper, pens

#### Content:

Every participant spends time by themselves in nature with a previously formed key question. The key question can be formed in a conversation in a group of two. This should be done to prevent talking about personal things in front of the whole group and have somebody to reflect on their thoughts). The question should be as precise as possible and written on paper and taken into the woods. Participants should leave all belongings that can disturb them (e.g., phone) behind and go as empty and clean as possible (e.g., empty stomach). The facilitator creates a threshold everyone enters after another and speaks out their question loudly or in silence. Then, everyone walks off to nature in different directions for around two to three hours and tries to find answers to their question.

- Option to include small rituals, like digging old ballast or opening a circle of trust.
- Afterwards, the participants should have some time to tell their stories and experiences. Mirroring the story by one person of the group or in small groups can help look for signs to get closer to an answer.

☐ Possibility of using active listening techniques.



### "Warm Back "- Personal Feedbacks

**Goals:** Giving feedback/nice comments/compliments to the other participants.

Time: est. 30 minutes

Materials: Paper, pens, tape

#### Content:

Everybody gets a paper attached to their back. Participants are asked to write comments/thoughts/feedback on each other's backs. An excellent activity for the last evening after a week of getting to know each other. Own papers should be read by participants after leaving the camp (e.g., on the train, back home).





















#### **Two-Circle Name-Game**

**Participants:** 2 groups; 10-15 for each group + 1 **Time:** 10-15min.

The objective is to call names to help participants to remember them.

The group forms 2 circles, one inside (circle A) the other outside (circle B), so that each participant stands in front/behind another participant.

The person without a partner stands in the outside circle (circle B) and starts naming people from the inside circle, circle A. When a person from circle A hears their name, they run to the person without a partner. At the same time, the person from circle B tries to stop the named person by hugging them from behind or putting their hands on their shoulders. Switch circles after a while.

# **Pack My Name**

**Participants:** number flexible **Time:** 15-20min.

Everybody is in a circle. The leader starts saying their name with an adjective that begins with the same letter as their name and a fitting movement. EX: Lila – Love.

The next participant repeats Lila – Love and adds their own.

Each participant continues repeating all names before and adding their own until the circle is complete.

The last one repeats all if needed with help.

If you are more than 20 participants, just repeat the names and adjectives or gestures from the last 5 people.



#### Name the Blanket

Participants: 2 groups; max 40 participants Time: 10-15 min.

Split the group into two teams and leave a removal blanket in the middle, so participants from each group couldn't see the ones from the other side. Also, everybody sits on the floor. Each group chose a person to be in the front. Group A and Group B. The leaders remove the blanket, and each person in the front need to say the name from the other one faster.

If group A is faster, then the person from Group B goes to Group A. And the opposite.

The game ends when one group has fewer participants or after a while.



### **Planet and Moon**

**Participants:** number flexible **Time:** 5 min.

The group is standing in a circle. Everyone is told to be a moon that surrounds a planet.

Everyone picks a person that is their planet in their mind in silence.

You give a sign, then everybody has to surround their planet 3 times and then gets back to their original spot as quick as possible.







## **Rock-Paper-Scissor-Cheerleaders**

**Participants:** number flexible, moving **Time:** 5-10 min.

Participants are standing and randomly partner up to play Rock-Paper-Scissor. If someone loses a match, they become a cheerleader for their victor. The cheerleaders shout and dance and support their victor in their next games. Players can gather more and more cheerleaders as the game goes on when the next loser's group join the victor's team. The final round has a dance-off between the cheerleaders before the two remaining players duel for victory. Music is suggested for this game!

#### Samurai Game

Participants: max. 40 Time: 10 min.

The group stands in a circle.

A person raises their outstretched arms above their head, where both hands hold a fictitious sword. The player puts it with a loud and combative "He!" down towards any other player, B. Player B shouts "Ha!" and throws their hands into the air.

The two players to the left and to the right of B then hit the body of B with their fictitious sword, which is held by both hands, and shout loud and combative" ue!" during their strike. The player B hits with a loud and combative "He!" into the direction of any other player. The same repeats. The faster and smoother it works, the better — "He!" — "Ha!" — "Hu!"



### **Smurf-Gargamel-Cat**

Participants: 2 groups, max 15 people each, moving Time: 10-15min.

In this game, two teams play a 'rock-paper-scissors' variation named Smurf – Gargamel – Cat against each other. The Smurf chases away Gargamel, Gargamel chases away the cat, and the cat chases away the Smurf. Each character is connected to a gesture and a sound. Smurf: Forming a hat with your hands over your head and shouting smurf – smurf. Gargamel: Both hands in front of your shoulders, forming a threatening gesture and making scary sounds. Cat: creating a cat gesture with the hands and shouting 'meow'.

Each team picks one of the above figures, and on the count of three, they will make the gesture towards the other team. Whichever team chases away, the other must catch the fleeing team before reaching a 'safe line' designated before.

All the caught team members switch to the other team, and the game continues with each team picking a character etc., until there is only one team left.





### Pop-Corn-Game

**Participants:** number flexible, moving **Time:** 5 min.

There are corns and there are popped corns.

Corns can move by making very fast tippled steps and say "hot-hot-hot" the whole time because they are moving in a hot pan.

At the start, there is just one popcorn moving via a jump and says, "pop-pop-pop."

If popcorn jumps (sensitively) into a corn, the corn will be a popped corn. The goal of this game is to turn every corn into popcorn.





### **Bunny-Bunny**

**Participants:** max 40 participants. **Time:** 10-15 min.

All participants make a circle where everybody can see everyone eyes.

All participants start simultaneously, saying "Mmh-Baa" while clapping on their legs and then their hands together, repeating continuously. The leader begins saying, "Bunny Bunny – Bunny bunny". During the first "Bunny-bunny", the speaker moves their index and middle finger, forming bunny years before their own eyes. The second "Bunny-bunny" points to a different person making the same gesture, who then has to repeat. Practice a few times.

Then add a second part: When someone receives a "Bunny-bunny", the two people standing next to them start saying "Toki Toki — Toki Toki", doing waves with their hands around the bunny-bunny person. When all participants know the rules, every time somebody makes a mistake is out of the circle.

The game ends when only 4 people are left. The objectives are to make contact eyes and children movements to make participants lose the shame and trust each one.

## **Impulse Game**

**Participants:** 10+; if playing with 15+ use two impulses **Time:** 10 min.

Everybody is standing in a circle. There are different types of impulses that will be passed on to the person standing next to you:

. Shouting "HUH" while clapping in the direction of the one standing next to you on the right side. Shouting "HAH" while clapping in the direction of the one standing next to you on the left side. If you don't want to continue with the impulse given to you, just raise your arms and shout "BOING" so that the person who provided the impulse to you continues in the opposite direction with the opposite impulse. You can also transfer the impulse to another place in the circle by clapping in the direction of someone standing in the circle and shouting "ZOOM". That person then has to continue with the impulse.



### **Counting Stars**

**Participants:** max. 10-15 **Time:** varies, approx. 10min.

The group is sitting in a circle with closed eyes or lying on the floor.

The goal is to count from 1 to 20 without an agreed pattern; if two people say something simultaneously, the group has to start over. Works as tranquilizer.

# **Massage Circle**

**Participants:** flexible **Time:** 5-10 min.

People give shoulder/neck massages to each other, with everyone also receiving a massage simultaneously. Ask for consent first.

#### **Horse Race**

**Participants:** number flexible, standing in a circle **Time:** 3-5 min.

The group stands in a circle. Mindset: We are riding horses and are participating in a horse race. There is one moderator who shows moves while commenting on the race.

All the time, the participants clap with their hands on their legs. When there is a curve to the right, they lean to the right. Then there can be a water basin, where everyone needs to jump. There are tree branches, so we need to duck. Then, we pass the queen and wave. Photographers are clicking with their cameras. When the finish line is in sight, everyone speeds up and then throws their hands in the air and cheers.









# **Evolution Rock-Paper-Scissors**

**Participants:** number flexible, moving **Time:** 10 min.

People move freely (not rushing) in an ample space.

Everybody moves slowly like an Amoeba. The Amoebas plays rock-paper-scissor against each other, and the winner becomes a chicken and does chicken like movements and sounds. The loser stays an amoeba. If two chickens meet, they play, and the loser becomes an amoeba again, whereas the winner becomes a monkey (with movements and sounds).

If a monkey wins against another monkey, the monkey evolves into a human being (the losing monkey becomes a chicken again etc.)

Humans winning against each other become enlightened transcendental creatures embracing peace and stop playing the game. The game ends if no one can evolve any further or earlier if instructed.

## **Puking Kangaroo**

Participants: max. 25 Time: 5-10 min.

The group forms a circle; one person stands in the centre.

The person in the centre points at one person in the circle (person A) and assigns a task. The persons on their right and left automatically need to join in (person B and person C). Tasks can be:

**Puking Kangaroo**: person A forms a bucket with hands; persons B and C puke in the bucket, making the appropriate sounds.

James Bond: person A takes a James Bond posture, e.g., forms a gun with their hands; persons B and C admire "Bond," exclaiming "Oh James!"

**Toaster**: person A hops up and down; persons B and C forms shoulder wide toaster frames around person A

**Laundry machine**: person A bends forward and turns the head around quickly; persons B and C form a half-circle each, a laundry machine

Whoever makes a mistake or reacts too slowly switches roles with the person in the centre of the circle.



### Get loose, get funky

**Participants:** number flexible **Time:** 5 min.

The group stands in a circle

One person is demonstrating the sound and the movements, the group repeats.

"Get loose!" – "Get funky" – "Get your body moving" – "Get down to the beat" – "Start with your

feet" – "Oh, your feet" – "Your arms" – "Your hips" – "Your everything."

See an example here: <a href="https://www.youtube.com/watch?v=CCfOGMt-CoE">https://www.youtube.com/watch?v=CCfOGMt-CoE</a> or here:

https://www.youtube.com/watch?v=JKMgHTEJEVw.



#### **Human Pacman**

Participants: max. 25 Time: 10-15 min.

Participants get together in groups of three.

Two are Pacmans, one is the instructor.

The two Pacmans stand back-to-back.

They can only walk straight, 90° right or 90° left.

If the instructor taps one time on the Pacman's left shoulder, it turns 90° left; two taps mean 180°; same for the right shoulder.

When the game begins, the Pacmans start walking – the instructor has to bring them back together chest to chest to hug.







## **Little Pony**

**Participants:** minimum of 15 **Time:** 5-10 min.

Everybody is in a circle, and the first pony rider starts running inside the circle singing the song: "Riding around on my little white pony... Riding around on my little white pony... Riding around on my little white pony... And this is how we do it"

The person stops in front of a person and starts singing and dancing together and moving the way the song tells you. So "front", both participants stand in front of the other; "back" both participants face each other backwards, and "side" both participants stand next to each other.

Front front front my baby, back back my baby, side side my baby, and this is how we do it. After singing, both participants start riding inside the circle, singing the first lyrics again. They will stop in front of two other participants.

The game ended when everybody became a pony rider.

An example can be found here: <a href="https://www.youtube.com/watch?v=cSsnytEwqEc">https://www.youtube.com/watch?v=cSsnytEwqEc</a>

### **Bazunga**

Participants: number flexible, circle Time: 5 min.

The group is standing in a circle.

One person starts reaching out both arms (making a fist) and pulls them to their chest (this wants you to want to keep close to your heart). While doing so, the person shouts very loud, "Baaaaaaa," and doesn't stop. The persons on the left continue, then the next, and so on until everybody in the circle is shouting "Baaa" and having their fists on their chests. If the movement has reached the first person again, everybody shouts "ZUNGA!" and kicks into the middle of the circle with one foot (this is what you want to let go of) altogether!





#### Boom-Tschakka-Boom

**Participants:** number flexible, standing in a close circle **Time:** 3 min.

You're all standing in a close circle. Everybody snaps their fingers in a rhythm continuously. There is one speaker and others who repeat the sounds and movement.

It starts with your normal talking voice:

The speaker, "I say Boom-Tschakka-Boom"

The others: "I say Boom-Tschakka-Boom"

The speaker: "I say Boom-Tschakalaka-Tschakalaka-Tschaka-Boom."

The others: "I say Boom-Tschakalaka-Tschakalaka-Tschaka-Boom."

The speaker: "Oh yeah!" The others: "Oh yeah."

The speaker: "One more time." The others: "One more time."

This is repeated with a fist in the mouth, a loud voice, and then whispering, finishing with "Thank

you".

#### Rocket

**Participants:** number flexible **Time:** 1 min.

This is suitable at the end of something if you want to celebrate or close a session.

Everybody is standing in a circle.

You then start tapping on your feet. The others do the same.

You slowly move the claps together towards your body via legs, belly, breast until you throw them in the air.

While doing this, you shout "Ooooooh" (clapping) and "Heeeeeyy" (throwing your arms in the air).









#### Hu-Ha-Hi

Participants: number flexible, standing in a circle Time: 10 min

You're all standing in a circle. There are 3 movements to remember:

- "Hu" put your hands together and point them at one person like an arrow and shout "Hu"
- "Ha" the person that the arrow was directed at puts their hands together and with straight arms puts them over their head and shouts "Ha"
- "Hi" the two people to the left and right of the "Ha"-person put their hands together and move them towards the person in the middle like they were cutting a tree

The "Ha"-person now shoots their arrow to another person in the circle.

**End:** The game can end when you say it or people who move to slowly or do the wrong movement have to leave the circle. Then the game ends when only three people are left in the circle.

### **Radio Station**

**Participants:** number flexible **Time:** 3 min.

All participants stand in a line facing the same direction. They are now different radio stations reporting on different topics. One person stands behind them and chooses what channel to listen to. For that they put their hand on one of the peoples shoulder. That person has to start talking about anything that you would hear on the radio. When the hand leaves the shoulder the person has to stop talking. The person in the back chooses a new person.

Goal: Helps people to start talking, is more quiet, but can be fun depending on the reports;)



# Seminar Schedule Impulse Boost Camp 2023

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	TUE 16   05	WED 17   05	THU 18   05	FRI 19   05	SAT 20   05	SUN 21   05	MON 22   05	TUE 23   05	WED 24   08	
8.00		Breakfast								
9.00	Arrival -		Check In	Check In	Check In	Check In	Check In	Check In	Check In	
10.00		Co-Creation: Values, Structure & Organization	Workshop: Power & Activism	Tools: <b>Design</b>	Tools: Peer	Workshop: Storytelling	Excursion: Regional and Global Climate	Tools: Body & Mindfulness for Busy	Check Out & Wrapping Up the Space	
			Workshop:	with Alex	Thinking	Consulting	with Sirine	Perspectives with Frederike	Activists with Eva	
13.00	Lunch									
15.00			Tools for Group	Reflection	Reflection	Reflection		Reflection	Reflection	
15.30	Landing: Proces: With Iri Getting to Know Each Other  Neeting	Dynamics & Processes with Irina	Workshop: How do we want to live?	live? Sharing Best Practices	Workshop: UN Agenda 2030	Storytelling	Deepening Knowledge: <b>Open Space</b>	Wrapping Up: Nature, Reflection& Evaluation	. Departure	
		Meeting the Foundation	Dreaming & Manifesting		Space: Community Forum	Dinner Preparation		Optional: Yoga		
18.30	Dinner									
19.30	Café International	Teambuilding Evening	Free Time	Free Time	Free Time	International Dinner	Free Time	Celebration Time		





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