

Art of Hosting

A way of harnessing the collective wisdom and self-organizing capacity of groups.



Source: Altekio

“ Hosting is an emerging set of practices for facilitating group conversations of all sizes, supported by principles that:

- maximize collective intelligence
- welcome and listen to diverse viewpoints
- maximize participation and civility
- and transform conflict into creative cooperation”

By the core team of AoH practitioners, Upper Arlington, Columbus Ohio

Tag/Category: Social - Communication Skills, Building Community & Embracing Diversity, Decision Making, Leadership and Empowerment.
Whole System - Whole System Design

CHALLENGE

Many people experience meetings that waste time, conversations that feel more like debates, and invitations to input which turn out to be something different. People want to contribute, but they can't see how. Groups and leaders want contribution, but they don't know how to get it. Participation seems sometimes difficult to be effective.

SOLUTION

The Art of Hosting is an approach to leadership that scales up from the personal to the systemic using personal practice, dialogue, facilitation and the co-creation of innovation to address complex challenges. Different methods and techniques are framed under this umbrella that understands that the way of hosting is an invitation that makes a meaningful difference in the way that people and groups interact. Practitioners report improved decision making, capacity building and ability to respond to challenge and change. Those who benefit from the approach typically report increased empowerment and ability to guide meetings and conversations towards effective and desirable outcomes

REFERENCES

Art of Hosting <http://www.artofhosting.org/what-is-aoh/>

The Art of Hosting Workbook

<https://aohsuomi.files.wordpress.com/2012/10/aohfin.pdf>

Hosting in a Hurry http://www.berkana.org/pdf/Hosting_in_a_Hurry.pdf

Video:

<http://www.chriscorrigan.com/parkinglot/10-brilliant-videos-on-the-art-of-hosting/>

Submitted by Altekio