Using Acknowledgement to Empower Community Transformation

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Co-Creative Coaching, Consulting and Composing
“The greatest good you can do for another is not just to share your riches, but to reveal to him his own.”

-Benjamin Disraeli
Grounding and Centering
Coaching emerged as a way to provide support and guidance for individuals moving through a change process toward greater effectiveness and fulfillment. Coaching is part of the cultural shift from a pathology worldview to a resourceful worldview. In the pathology worldview, problems are identified, evaluated and solutions are implemented, usually by outside experts. In contrast, coaches work with people from a resourceful point of view – collaborating to explore opportunities and identify resources to create an exciting future based on awareness, choice and action. Coaching is world-changing as well as life-changing work.

- From Coaching for Transformation
Acknowledging the essence...

...is a heart-to-heart way of seeing one another. We acknowledge by sharing the qualities that we see, hear and sense as the essence of the person. We do this to support one another in feeling seen authentically at the core.

From Coaching for Transformation
Seeing the Essence

- Intuition
- Felt Sense
- Reading Energy
- Observation
Steps

1. **Deliver**: Deliver the acknowledgement in a few words
2. **Pause and listen**: Pause and listen/observe for impact
3. **Stay**: Stay unattached to outcome
4. **Follow up**: Follow up if it wasn’t fully received
"Not everything that is faced can be changed, but nothing can be changed until it is faced."

— James Baldwin.
Acknowledgement and Community Transformation

- Insider and Outsider Acknowledgement
- Focus and Results
- Celebration and momentum
Practice Triads

• Introduce and share contact info if you wish
• Three roles: storyteller, acknowledger, observer/timekeeper
• Storyteller shares a story of their community
• Acknowledger acknowledges
  • Essence, values of the community
  • Successes
  • Whatever else might be hidden and important to transformation
• Storyteller reflects impact of the acknowledgement
• Observer acknowledges the Acknowledger!
Debrief
## Invitations

<table>
<thead>
<tr>
<th>Acknowledge a person</th>
<th>Acknowledge your community</th>
<th>Acknowledge another community</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acknowledge something or someone today</td>
<td>Acknowledge something about your community today</td>
<td>Partner with someone from another community in MN for support and insider-outsider acknowledgement practice - meet once a month for 3-6 months</td>
</tr>
</tbody>
</table>
Closing

• Breathe and tune in to intuition
• Acknowledge something that impacted you today
• Acknowledge something you appreciated about this session
• Acknowledge something you wished for but didn’t get from this session
Thank you!!

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