



**Fall Retreat  
"Greek Chorus"  
Saturday, September 12<sup>th</sup> Zoom Chat  
Leadership Quest Class of 2021**

**Foundation for Regional Knowledge – Regional Demographics**

*Matthew Freeman, Founder, Dialectix Consulting*

- 08:25:39 From Leadership Metro Richmond : Please complete our Pre-Program Survey by 9:00am
- 08:45:52 From suedavies to Leadership Metro Richmond(Privately) : The audio for remote is really hard to understand
- 08:45:52 From Carlyle : Anyone hearing Patricia echoing? Wondering if using headphones would provide better audio on our end?
- 08:46:24 From suedavies : Agree I am really struggling to hear what she is saying
- 08:46:47 From Carlyle : Sue - are you using headphones - I'm wondering if I should go find mine.
- 08:47:06 From Jenn O'Rourke : Yes. I'm hearing what you're hearing, but I think that our workshop presenters will probably have better audio.
- 08:47:36 From Carlyle : Good point - I'll hold and see about the speaker sessions.
- 08:48:44 From Jenn O'Rourke : I just plugged in my headphones and it is slightly better.
- 08:48:58 From Leadership Metro Richmond : Hello all -- you are correct the audio for Matthew Freeman's session should clear up because it will be routed directly through zoom. The audio for the future sessions will be mic'd from the room so it should also improve.
- 08:49:05 From Carlyle : Thank you!!!
- 08:49:12 From Leadership Metro Richmond : we are currently trouble shooting for right now as well...
- 08:49:18 From Leadership Metro Richmond : LOVE TECHNOLOGY!
- 08:49:39 From Carlyle : Really appreciate you all troubleshooting on the fly!
- 08:49:56 From Jenn O'Rourke : You guys are great for dealing with these new COVID twists and turns. Thank you!!
- 08:50:29 From Leadership Metro Richmond : scrappy wins :)
- 08:53:14 From suedavies : I had to log out so lost the chats - was there a solution to the remote audio issue?
- 08:55:04 From Leadership Metro Richmond : Hey SUE - Hello all -- you are correct the audio for Matthew Freeman's session should clear up because it will be routed directly through zoom. The audio for the future sessions will be mic'd from the room so it should also improve.

08:55:53 From suedavies : Many thanks - much appreciated  
08:56:34 From suedavies : Also apologies that my video does not seem to be showing but I am here !!

09:02:04 From Leadership Metro Richmond : how's the audio?

09:02:23 From Carlyle : great for me

09:02:25 From LoriO'Toole : Good

09:02:28 From Jenn O'Rourke : I can hear Matthew perfectly. Thanks!

09:02:34 From Leadership Metro Richmond : woohoo!!!!

09:02:46 From Carlyle : while he's on screen should we put on our video or let him be the primary screen?

09:02:54 From Eric Steigleder : Sounds great.

09:03:09 From Leadership Metro Richmond : he's controlling the display on site on the big screen :)

09:03:37 From suedavies : Audio is great

09:03:43 From Leadership Metro Richmond : you'll need mobile devices handy to participate in the polls...

09:03:48 From Leadership Metro Richmond : cross your fingers!

09:08:46 From suedavies : Will this slides be shared?

09:12:32 From Matthew Freeman : Yes, slides will be shared

09:12:58 From suedavies : Perfect - many thanks

09:34:21 From Eric Steigleder : Which measure of the region does Voices use?

10:16:58 From Leadership Metro Richmond to Matthew Freeman(Privately) : can you hear the mic talker?

10:22:37 From Leadership Metro Richmond : Thank you everyone! Please join us on the Tools for Dialogue zoom by 10:45

10:23:01 From Leadership Metro Richmond : please text Vikki at 804-931-5355 if you need assistance!

10:27:37 From Leadership Metro Richmond : We will now close this Zoom meeting. We will launch the Tools for Dialogue Zoom meeting at 10:30 and begin the session at 10:45

## Tools for Dialogue

*Jonathan Zur ('08), President & CEO, Virginia Center for Inclusive Communities*

- 10:47:05 From Leadership Metro Richmond : We are getting ready to begin Tools for Dialogue!
- 10:59:26 From suedavies : Its tough to hear other speakers and follow what's going on
- 11:00:36 From Jenn O'Rourke : They are reading through the list of comparisons on dialogue vs. debate.in our binder. I'm just reading them.
- 11:01:03 From Carlyle : Thanks Jenn
- 11:01:07 From suedavies : That helps
- 11:01:22 From suedavies : My audio is really echoing
- 11:01:44 From Takiyah Lee-Allen : Thanks. helpful!
- 11:04:17 From Leadership Metro Richmond : we will ask people to speak up as much as possible
- 11:04:33 From Takiyah Lee-Allen to Leadership Metro Richmond(Privately) : Great! 😊
- 11:05:35 From Jenn O'Rourke : Thanks!
- 11:19:27 From Eric Steigleder : raising my hand if folks can see :)
- 11:20:07 From Leadership Metro Richmond : If you would like us to share a comment please drop it in the chat and I can read it for you!
- 11:20:16 From Eric Steigleder : Perfect.
- 11:20:28 From Leadership Metro Richmond : you can also share in the #fallretreat slack channel!
- 11:21:59 From Eric Steigleder : My comment was focused around how most of us suggested that we engage in a dialogue in our day to day lives and also agreed that most folks across the country are engaging in a debate. It's kind of like how people say everyone is a bad driver but themselves. I wonder if we sometimes misunderstand or misinterpret if we're engaging in a dialogue, actually debating, and what others are doing.
- 11:22:28 From Carlyle : great comparison
- 11:22:45 From Kim Range : I think that's a great observation. I was thinking the same thing
- 11:23:22 From Takiyah Lee-Allen to Leadership Metro Richmond(Privately) : ☐ Great perspective.
- 11:23:27 From Kim Range : how we think we show up vs how we actually show up and engage
- 11:23:36 From Takiyah Lee-Allen : ☐ Great perspective.
- 11:23:40 From Eric Steigleder : exactly!
- 11:32:06 From Carlyle : are we doing the same amongst ourselves or will they be speaking in the mic?

11:32:11 From Carlyle : never mind - answered my own question!

11:32:26 From Leadership Metro Richmond : LOL Carlyle

11:32:40 From Leadership Metro Richmond : We have you guys in observation mode for this process

11:32:48 From Carlyle : makes sense!

11:32:50 From Eric Steigleder : We are the Greek Chorus!

11:35:20 From Kim Range : Are they supposed to be demonstrating a dialogue or debate?

11:35:33 From Carlyle : Dialogue

11:35:54 From Kim Range : Oh. okay

11:36:43 From Kim Range : Feels like a debate. No one is asking a question of the other side

11:37:39 From Jenn O'Rourke : In my mind, breaking the group into opposing sides on the issues leans to a debate automatically.

11:38:09 From Kim Range : Agreed Jen.. I love this question being asked

11:38:19 From Kim Range : \*Jenn

11:38:23 From Eric Steigleder : I agree with you, Jenn. I'd like to see both sides asking questions of the others instead of sharing their own positions.

11:38:56 From Carlyle : Great point

11:39:19 From Eric Steigleder : What if each speaker ended their remarks with a question? That could be interesting.

11:39:43 From Jenn O'Rourke : The cool thing is that it seems people are now starting dialogue.

11:40:51 From Takiyah Lee-Allen : ☐ Can one do both in life? Dialogue within a debate?

11:40:58 From Jenn O'Rourke : Also realizing that your personal narrative, depending on the issue in play, could have a huge impact on dialogue vs debate.

11:41:16 From Kim Range : Agreed Jenn.

11:41:19 From suedavies : Agree

11:41:23 From Carlyle : seems like dialogue may come before you've formed your opinion for debate

11:41:24 From Eric Steigleder : Agreed

11:42:16 From Eric Steigleder : That seems to be the toughest part: that one segment on the handout that suggested completely putting your opinion aside during a dialogue.

11:43:13 From suedavies : Interesting the use of statements "my position is" rather than perspectives and questions

11:43:26 From Jenn O'Rourke : Yes.

11:43:38 From Carlyle : trying to find emojis to ditto --- but ditto ditto ditto

11:43:39 From Kim Range : I thought the same.

11:43:50 From Eric Steigleder : Good call, Sue.

11:44:30 From Takiyah Lee-Allen : In my opinion both sides are necessary, but it seems that debaters would drive the results, good or bad, because they see a goal and aren't willing to waver on their ideas.

11:44:57 From Eric Steigleder : This "observing" role is also interesting because we're kind of removed from the experience in the room. I wonder how we would be engaging if we were standing there physically. Maybe our distance gives us some perspective?

11:45:56 From Takiyah Lee-Allen : Dialogues can definitely be used to "soften" the hard hearts, but ultimately the conversations must have a mission.

11:46:16 From Carlyle : was just thinking ---- if I were in the room would I feel the need to jump to react?

11:48:22 From Jenn O'Rourke : That's a good question. I'm not sure I would but am very much enjoying being an observer and considering the points of view of our group.

11:49:05 From Eric Steigleder : Knowing my own personality, I think I would feel compelled to react, but if I'm being honest, I think it would be eager to respond from a "debate" mindset rather than a "dialogue" mindset.

11:49:37 From Eric Steigleder : Being in the observer role is a helpful challenge on my part, I think.

11:49:59 From Kim Range : I would struggle with this one.. I find it hard to take a stance on something I don't know enough about

11:50:42 From Patricia Bradby : Late to the discussion but if you all want the emojis to pop up on a PC you hold down Windows + period(.) and on a Mac its Command+Control+Space Bar

11:51:22 From Kim Range : 🖱

11:51:24 From suedavies : 😊

11:51:41 From Carlyle : ✓

11:51:48 From Eric Steigleder : 🖱🖱

11:53:21 From Jenn O'Rourke : 🖱

11:58:18 From Carlyle : I couldn't hear what he just said.... anyone catch?

11:58:42 From Takiyah Lee-Allen : Good point she made!

11:58:45 From Leadership Metro Richmond : He asked you've had 25 minutes to dialogue about the death penalty - how did you do?

11:58:51 From Jenn O'Rourke : I think it asked how the group thought it went & how it felt.

11:58:55 From Carlyle : got it - thanks

11:59:00 From suedavies : thanks

12:03:56 From Eric Steigleder : Are folks starting to debate about the dialogue? If so, that is fascinating.

12:04:46 From Jenn O'Rourke : It is fascinating.

12:05:35 From Kim Range : 😊

12:07:14 From Jenn O'Rourke : I wonder if anyone thought to join the side that held their opposing view point? Would dialogue have been easier if the groups weren't already on sides?

12:08:30 From Eric Steigleder : Ooo maybe so. Maybe separating folks physically across a wide space makes it easier to fall into debate over dialogue. But maybe that's a part of the challenge?

12:09:08 From suedavies : Like that idea - I also think the way this was set up - with folks "making speeches" pushed it to be more of a debate - may be that's the learning

12:09:08 From Jenn O'Rourke : Could be!

12:09:42 From Eric Steigleder : I think we just dropped a bunch of wisdom that everyone now needs to experience ;)

12:09:50 From Carlyle : 🙌🙌🙌

12:09:51 From Kim Range : I agree.. Jonathan mentioned in the beginning about being intentional about the set up of the conversation

12:10:12 From suedavies : 😊

12:10:14 From Carlyle : That is a pointer finger, by the way.....may need to switch my choice of emoji

12:10:15 From Kim Range : I think the way this was set up naturally presented it as a debate

12:10:41 From Leadership Metro Richmond : The wisdom and observations of the Greek Chorus will be shared in the LMS for the rest of the class :)

12:11:41 From Leadership Metro Richmond : Including Carlyle's pointer finger

12:11:55 From Carlyle : LOL

12:12:15 From Eric Steigleder : "pointer" finger. I know what that emoji really stood for. And I'll be using it a fair amount ;)

12:12:40 From Leadership Metro Richmond : If you didn't hear, Jonathan just admitted it was a set up to physically divide the room and instruct to engage in dialogue vs debate

12:13:10 From Carlyle : yes!

12:13:33 From Takiyah Lee-Allen : Ha! Clever.

12:13:45 From Eric Steigleder : NAILED IT. We're geniuses.

12:29:10 From Leadership Metro Richmond : please stick around for a few extra minutes after Jonathan closes for instructions regarding the 1:30 session before we break for lunch

12:30:12 From Leadership Metro Richmond : The Polarity Management and Community Leadership session begins at 1:30pm. Remember there is a new Zoom meeting link for this session!

12:30:25 From Leadership Metro Richmond : We will open the Polarity Management Zoom at 1:15pm

12:30:58 From Leadership Metro Richmond : The session will begin with the full group here in the Gottwald Center which will work for you like this session did.

12:31:22 From Carlyle : Great, thank you

12:31:29 From Jenn O'Rourke : Sounds good! Thank you!

12:31:41 From Kim Range : 👍

12:31:41 From Leadership Metro Richmond : HOWEVER...the class will be going outside for an exercise. At that time we will post a slide with instructions for what you need to do to participate in the exercise from home.

12:31:50 From suedavies : Many thanks

12:31:54 From Eric Steigleder : Thanks!

12:31:56 From Leadership Metro Richmond : You need your polarity topic for that exercise:

12:31:58 From Takiyah Lee-Allen to Leadership Metro Richmond(Privately) : Okay great.

12:32:24 From Leadership Metro Richmond : Jenn: Competition/Collaboration

12:32:33 From Leadership Metro Richmond : Sue: Planning/Implementing

12:32:44 From Leadership Metro Richmond : Takiyah: Stability/Change

12:32:51 From Leadership Metro Richmond : Kim: Stability/Change

12:33:09 From Leadership Metro Richmond : Carlyle: Support Police/Hold Police Accountable

12:33:17 From Leadership Metro Richmond : Eric: Planning/Implementing

12:33:34 From Leadership Metro Richmond : any questions before we break?

12:33:42 From suedavies : No all good here

12:33:46 From Takiyah Lee-Allen : No.

12:33:56 From Eric Steigleder : Sounds great. See you all at 1:30!

12:34:00 From Leadership Metro Richmond : WOOHOO!

12:34:02 From Carlyle : good to go thanks

12:34:05 From Jenn O'Rourke : I think I'm good. Thanks!

### **Polarity Management and Community Leadership**

*Ann V. Deaton ('13), Ph.D., PCC, Managing Partner, The Bounce Collective*

13:43:41 From Eric Steigleder : For the COVID question, we've seen in real-time how being open to learning new ways of doing things (like wearing masks) eventually becomes what we know with certainty works. One often leads to the other.

13:45:46 From Carlyle : and using ZOOM!

13:46:08 From Jenn O'Rourke : True on both counts!

13:46:08 From Takiyah Lee-Allen : True!

13:46:09 From Eric Steigleder : right!

13:47:15 From Kim Range : one sets us up for the other...keeping our routine offers stability allowing you to focus your energy on trying new things

13:47:39 From suedavies : also seeing it with flexible working - people struggled with whether it would work and now it's the new normal but we are learning it's also not the silver bullet !!

13:47:48 From Kim Range : this is incredibly interesting

13:51:28 From Takiyah Lee-Allen : candlestick

13:51:38 From Carlyle : two profiles

13:51:58 From Takiyah Lee-Allen : candle holder I mean

13:52:25 From Takiyah Lee-Allen : I also see two faces

13:52:59 From Jenn O'Rourke : It depends on whether I'm focusing on the light or the dark portions of the box. :-).

13:53:13 From Carlyle : once pointed out I can see both

14:20:55 From Jenn O'Rourke : Can Anne go into more depth on #9. Why would you view an outcome as a mistake?

14:22:19 From Eric Steigleder : Would you consider one of the biggest issues with adopting the polarity approach is that anything other than "either/or" thinking is often viewed, especially in leadership circles, as indecisive? How do we overcome that narrow way of thinking, not just personally, but within our professional and personal lives?

14:24:52 From suedavies : Good question

14:32:21 From suedavies : What about short term and long term

14:38:44 From Leadership Metro Richmond : you, the Greek Chorus, will place yourselves in whatever quadrant you choose to start in, and using your assigned polarity shared earlier today will journal about what each quadrant might represent/what does it feel like to be in this quadrant

14:39:26 From Kim Range : 🖐



14:40:24 From Leadership Metro Richmond : time for a 10 minute break!

14:41:13 From Jenn O'Rourke : OK. Sounds good. See you in 10.

14:41:17 From Leadership Metro Richmond : we will turn off the camera and pull up the instruction slide. See you at 2:50

14:41:17 From suedavies : 🙄

14:49:56 From Leadership Metro Richmond : welcome back!

14:51:03 From Leadership Metro Richmond : can you guys hear the bell?

14:51:16 From Leadership Metro Richmond : 5 minutes per quadrant!

14:51:19 From Jenn O'Rourke : Yes.

14:51:24 From Leadership Metro Richmond : please start the first quadrant

15:08:03 From Carlyle : we won't be able to hear the bell now :)

15:10:01 From Leadership Metro Richmond : Back on before the bell!!! ;-P

15:11:16 From Leadership Metro Richmond : we are headed back into large group!

15:11:43 From Takiyah Lee-Allen : Okay

15:15:54 From Jenn O'Rourke : I don't have any sound.

15:16:00 From Leadership Metro Richmond : sorry for the slide show freak out...it was like I was wearing mittens for a second there while trying to plug everything back in inside

15:20:18 From Jenn O'Rourke : Inclusive, adds great perspective, sharing of work load, successes and failures...

15:23:06 From Kim Range : continuity, lower risk

15:24:53 From Kim Range : apathy, decreased relevance

15:34:22 From Eric Steigleder : Foreseeing negative impacts, established guidelines, avoid confusion,

15:35:06 From Eric Steigleder : For negatives: loss of valuable time, make things overly complicated, avoid taking essential next steps

15:35:23 From Eric Steigleder : Positives for implanting:

15:35:45 From suedavies : Implementing - get things done, results, feel accomplished

15:35:48 From Eric Steigleder : No wasted time, viewed as decisive, able to provide quick answers

15:36:42 From suedavies : Negative - deliver on the wrong results -wasted effort

15:36:48 From Eric Steigleder : Negatives of implementing: no guardrails are established, mission creep, confusion, avoidable mistakes

15:37:29 From suedavies : Think this is why agile was adopted

15:47:51 From Eric Steigleder : I found this approach empowering - it's a way to take two seemingly disparate approaches and this concept makes it clear that we can actually be successful when we are willing to embrace dual approaches, draw from their strengths, avoid their weaknesses and refuse the trap of "either/or" thinking that is too often the norm.

15:49:08 From suedavies : Agree - a really inclusive approach - while appreciating diverse perspectives

15:49:29 From Jenn O'Rourke : Yes. :-)

15:50:47 From Leadership Metro Richmond : Meet us in the last Zoom at 4:05