

Hosting 102: Relationships in Hosting

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Our Journey

Objective: To explore institutional elements that shape collaborative relationships.

Outline

- Provide an overview of Together + Through's work and perspective
- Consider how to prepare for a new working relationship
- Determine intention and agreed upon actions in a relationship
- Explore strategies and practices for establishing a working agreement
- Practice: Self-awareness

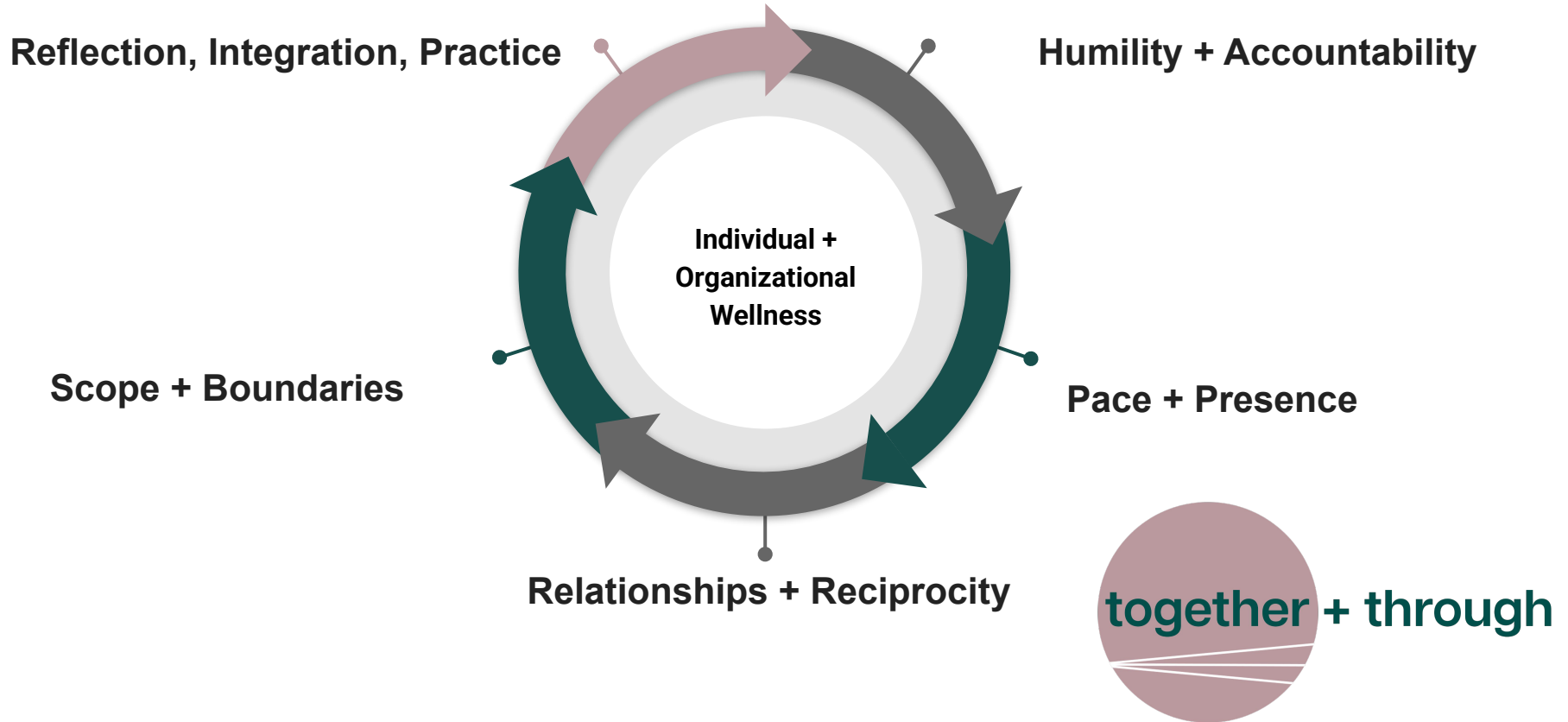


Together + Through

Together + Through is an organization of capacity builders, conflict facilitators, executive coaches, healers, & mental health professionals. We support **values-aligned health & healing practices** by providing **culturally integrative & responsive coaching, consulting, and psychotherapy services**. We work with people & communities historically and currently experiencing marginalization, as well as mission-driven organizations, to cultivate new ways of living & thriving in today's world. We do so by developing each person's **emotional capacity, relational skills, and leadership potential**. We believe that in reimagining **individual & organizational wellness** practices, we can build and maintain the balance within ourselves and with all of Earth's relatives, leading to a future of **sustainable change & interdependence**.

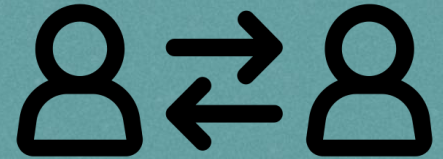


Together + Through: Framework



Start Here: Engage in dialogue

- What are our intentions?
- Why are we doing this now?
- Who is involved and to what extent?
- What is happening externally that may influence this relationship?



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from Noun Project



Intentions + Actions

Working relationships require structure: *clear intentions, goals, and agreements.*

Some of the reasons we skip this critical stage of relationship building include:

- Lack of experience with positive working relationships
- Prioritizing tasks over people
- A sense of urgency
- Lack of trust
- Lack of investment



Establishing working agreements: 5 behaviors to practice



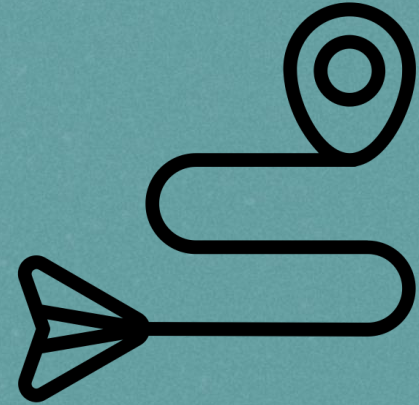
Action 1: Humility + Accountability

- Discuss each of your understandings of the project
 - What is the purpose of this project?
 - What are the values + ethics embedded in this project?
 - How will I demonstrate my commitment to maintaining the purpose/vision of this project?
- Agree on the ultimate goal(s) of the project and document this agreement



Action 2: Scope

- Discuss what each person's *role and responsibilities* are with the project
- Discuss the timeline you are working within, significant checkpoints, including check-ins about your partnership.



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Action 3: Pace and Presence

- Assess your capacity to resource actions (i.e. time, people and money).
- What else is on your plate that may interfere with your commitment?
- How might you communicate if you notice you are approaching or at capacity?
- How might you communicate if roles and responsibilities need to change?
- What are the project's “nos” at the time of launch? What are you not doing? Who is not involved? What are you not okay with? What is the institution not OK with?



Action 4: Establish the relationship agreement

- How will we adapt to change throughout this relationship?
- How willing are you to have difficult/courageous conversations?
- Describe what taking responsibility or accountability is in this relationship.
- If necessary, how will we agree to end this relationship in a values-aligned way?
- Be aware of any legal agreements that both parties and the institution have included in any contractual agreements.



Action 5: Honor your process

- Sign an agreement
- Enjoy a meal together
- Engage in ceremony, ritual, or some sort of exchange



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Thank you!

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TOGETHER + THROUGH

HOSTING 102: REFLECTION QUESTIONS

Enter the working relationship by understanding what you bring to the partnership. Here are suggested self-reflection questions to support increased self-awareness:

1. What skills do I bring to this partnership?
2. What do I hope to learn from this partnership?
3. How will I apply what I've learned from previous working relationships to this one?
4. How will I honor my own humanity and the humanity of others in this partnership?
5. How will I practice accountability for my actions and responsibilities?