

## The Integral Process for Working on Complex Issues (TIP) 3-Day TIP Workshop Design

This workshop format is designed to provide a first-time experience of most of the steps in TIP. This particular design presumes a group of participants who come from different locations, and thus who are not an ongoing community. An experience of TIP, either through a workshop like this one or “live use” is a prerequisite before people may register for TIP facilitator training.

An overview of the steps in TIP is included in the Introductory Brochure at <http://global-arina.org/Documents/TIP%20Introductory%20Brochure%202006.pdf>.

Notes for the 3-day, non-community format:

- Omit TIP Steps 1 and 2 (and tell participants why skipped, what their purpose/outcomes are)
- To compensate for Step 1’s omission, pre-select the broad topic to begin work on, e.g., “water shortages associated with climate change effects,” and supply a pre-reading article on the topic.

Time Allocated	TIP Step	Activity	Product	Learning Outcome
<b>Day 1</b>				
9:00 – 10:00 am	-	Self-introductions; orientation & purpose of the workshop	-	-
10:00 –12:00 (break included)	3	Identify the impacts and causes of the topic (water shortages); decide which issue within that topic to work on; analyze and then summarize its conditions.	Detailed, integral list of conditions giving rise to the issue; early summary of issue	Understand the range of factors in the selected issue and how to summarize issues neutrally & holistically.
12:00 – 1:00	-	Lunch break	-	-
1:00 – 2:00	3 (Cont’d)	Complete the summary as needed; debrief and reflect on learning and its applications/implications	Summary Description of the Issue	Articulate learning & generalizations possible from it
2:00 - 5:00/5:30 (break included)	4	Identify the array of changes to reactively and proactively impact the issue, doable by an array of actors; classify the array and discuss how it is done; identify which items represent discrete sub-issues.	An “action-system:” a systemic “to-do list” to address the Issue	Learn why only an array of actions can make systemic impacts on the issue, learn what such an array needs to ‘look like’ and how to classify items in the array.
5:30 – 7:00	-	Dinner break		
7:00 – 8:00/8:30	4 (Cont’d)	Complete (if needed) and discuss the action-system; reflect on step 4 learning and its applications/implications.	-	Articulate learning & generalizations possible from it
<b>Day 2</b>				
9:00 – 10:30	5	Develop the reasoning behind “top picks” for an Issue-Question to work on next; discuss options, then select one and frame it as a question. Reflect on step 5 learning and its applications/implications.	A specific, open-ended question that needs deliberative decision-making	Learn how to articulate a neutral, precise Issue-Question; criteria to identify when an issue or decision need deliberation.

Time Allocated	TIP Step	Activity	Product	Learning Outcome
10:30 – 10:50	-	Break		
10:50 – 12:00	6	Orientation to Issue Framing with perspective-exercises and their connection to conflict.	-	Learn the logic of a predictable array of dynamic reactions to and preferences about issues
12:00 – 1:00	-	Lunch break	-	-
1:00 – 5:00 (break included)	6 (Cont'd)	Issue-framing: Use the issue-framing template to develop several approaches to action on the Issue-Question and pro/con perspectives on those approaches. Reflect on step 6 learning and its applications/implications.	Framework of Approaches	Learn how to expose the array of approaches to the Issue-Question, driven & contested by different perspectives; Articulate learning & generalizations possible from it
5:00 – 7:00	-	Dinner break	-	-
7:00 – 8:00	7	Orientation to the practice of deliberation and deliberative dynamics, and their connection to internal and external conflict.	-	Have a clear context for the question “why deliberate?” and be prepared to deliberate.
<b>Day 3</b>				
9:00 – 12:00 (break included)	7 (Cont'd)	Deliberate the pros, cons, and trade-offs from multiple perspectives <i>within</i> each framed approach, and the pros, cons, and trade-offs <i>across</i> all approaches.	Notes (and optional audio) of the deliberation	Learn how to take & weigh multiple perspectives in a structured deliberation; experience natural tensions of deliberative oscillations.
12:00 – 1:00	-	Lunch	-	-
1:00 – 2:30	7 (Cont'd)	Close the deliberation, identify elements needed for an integral approach to the issue; complete the interim decision-making matrix; reflect on step 7 learning and its applications/implications.	Interim decision-making matrixes; Summary Matrix.	Learn how to create an informed basis for complex decisions, judge decision-readiness, identify remaining conflicts. Articulate learning & possible generalizations.
2:30 – 2:50	-	Break	-	-
2:50 – 4:00	8, 9, and wrap-up	What has to happen after issue deliberations and why; workshop wrap-up, reflections, questions. Discuss facilitators' requirements.	-	Consolidated learning about the processes and their applications.