The Breath Pattern repeats itself over an engagement. At each stage there is hosting, harvesting, applying powerful questions, working with stories, groundwork and so much more to do. The Breath Pattern names the stages a group goes through working together.

**Divergence:** The in-breath is where a group begins to explore different perspectives. Like the in-breath, this is where the outcome of the process is not known. Some people feel exhilarated by uncertainty, others feel uncomfortable.

**Convergence:** The path seems clear and possible. The answer or the outcome of the process is felt or known by some people. It can feel conceivable for some people, and can feel inconceivable for others.

**Emergence:** This is the Groanzone. It can feel uncomfortable for some people, but it can feel exhilarated by others. When we are in the Groanzone, the path is unclear and future actions are taken to move towards solution.

The Fourfold Practice

The Art of Hosting is more than a set of methods, it is an on-going practice. The **Fourfold Practice** is a **holon**, meaning that each practice incorporates and moves beyond the one it follows.

- **Host Yourself:** When you Host, the team that created the VISA card, the Facebook generation, and the Chaordic Path named the Chaordic Path. Working between order and chaos, innovation arises and new practice is created. This is where participatory practice is most valuable.

- **Host Others:** It comes from a good place: At the heart of AoH is people-centered practice. It is about returning to ways that humans have practiced to live and work well together.

- **Host Most Others:** Nature is a guide about how living systems work. Nature seeks diversity, is intent on finding what works, cannot be controlled, changes with a new understanding of itself. AoH is about the living system working with and complementing mechanistic structures.

- **Host All Others:** Complementary world views

   - Nature is a guide about how living systems work. AoH is about the living system working with and complementing mechanistic structures.

See Meg Wheatley’s work for more on living systems & complexity.
What do I need to remember?

Refer back to your Art of Hosting workbook for full details on methods. Keep practicing!

Pocket Guide to HOSTING Methods

Hosting & Harvesting Conversations & Work That Matters

- For thoughtful speaking & deep listening.
- Welcome, framing, check-in, process, check out
- Roles: Host, Guardian, Harvester
- Set chairs in a circle, talking piece (could also be called the listening piece), bell
- Intention for meeting is at the centre, speak to/through the centre. Slow down!

A network of collective dialogue around questions that matter
- Create hospitable space, explore questions that matter, encourage everyone’s participation, harvest
- 4 - 5 people at each café-sized table, World Café etiquette, pens for every person
- Allow time for group harvest

Pro Action Café
Collective Story Harvest

Open Space

Appreciative Inquiry

World Café

Change is a question, as big as systemic.
- Our first steps, where we might and up
- The question is a relational choice; it creates the
- Designing the focus, then discovering the
- Based on 1:1 interviews, that harvest stories
- best of what is 1 to 3 stories, what might be:
- An integral change through harvesting the

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1. Make a double-sided photocopy of the PDF.

2. Use a pair of scissors to carefully slit open the paper along the black line running down the centre.

3. Fold the paper carefully in half lengthwise and crease it. Then fold it in half again, so you can see two of the parts. And in half again, so you can just see the title page. You have now made all the creases.

4. Holding it lengthwise with the slit facing up — and your hands at each end with your thumb and forefinger pressing together — push the sides towards the middle, causing the two sides to bend outwards like a tunnel and form a cross. Now you can crease them and you’ll see the front and back page and crease it into a little book.

5. If you want to view the opposite side, just fold it over the other way and crease the paper in that direction.

6. Now you have a Zine with two sides to learn from. Have fun!