

Padares Sensemaking Session

Objectives: (wisdom condensation, anecdote gathering, define action areas, feed into North Star)

- Use synthesised outputs of the padares to build a shared picture of what's important for the YMCA across the themes of young people, financial sustainability and the adaptive Y
- Prioritise potential action areas to consider in responding to COVID-19
- Consider what all this means for the future of the Y movement

Inputs:

- Synthesised trends, action areas and principles to guide action for each theme

Outputs:

- Inputs for an adaptation handbook. Including a cross-theme synthesis of:
 - How the context is changing (time/impact)
 - What actions areas should we be looking at in the short and medium term to respond to COVID-19?
 - What are the principles that can guide our action through this crisis?
- Inputs for the North Star process - how are we going to recover from covid in a way that sets us up for a thriving future?
 - Clear picture of H1 - trends and
 - Future-oriented insights:
 - Prioritised principles to guide action
 - Manifestos for an Adaptive Y

Pre-work for participants

- For each theme, please read through and given the conversations you've had, please prioritise:
 - 3 trends that you feel matter most for the YMCA over the next 6-12 months
 - 3 action areas that you think the YMCA should focus on for the next 6-12 months
 - Your top 3 principles to guide action from your perspective
- Think of one sign of hope - one thing that the YMCA is doing that you think symbolises the future you want to create

Agenda overview:

Session 1

- Welcome
- Trends: What are we learning about how the context is changing across the themes?
- Action areas: What are we learning across the themes?
- Action areas: How should the Y respond at its different levels: global, regional, national, local?

Session 2

- Welcome
- Connecting to our purpose
- Sharing the wisdom: principles to guide action across the themes
- Our vision for an adaptive Y

Process

2x 2hr sessions with 2 breakout rooms (based on 30 participants)

1. So what?
2. Now what?

Who: Forum team, Carlos, Jan, facilitators (#?) and documenters (#?)

When: TBC

SESSION 1 - SYNTHESISE THE 'SO WHAT?' ACROSS THEMES

Session & timing	Description (& Who)	Purpose	Resources / Tech	Outputs
Welcome & intention setting 5 mins	Welcome all the participants and provide an overview of the agenda for the session	Set the intention for the session and build a shared understanding of the process	Agenda slide	
Check-in 10 mins	Check-in on the zoom chat with your name, where you are in the world and how you are feeling today Move to shared capture document: 1 sign of hope from the conversations you've had Take another few minutes to read peoples' responses - what do you notice? Any surprises? Invite people to unmute to share any reflections of patterns between the signs of hope	Distribute sensemaking across the facilitators and documenters Collate some initial signs of a different future	Shared capture document Google Doc (?)	Signs of hope (useful for anecdotal content for handbook)
WHAT Context So what have the	Cross-theme sense-making of the trends Split into 5 breakout groups (6 people in each) across the	Build a shared understanding of how the context is	Pre-planned theme break-out groups	Synthesised picture of the trends most impactful to the

<p>Padares told us about what's changing in the context across the themes?</p> <p>45 mins</p>	<p>themes for 25 mins.</p> <p>Having done the pre-reading, take the next 15 minutes to discuss what you're learning about the trends that are changing the context for the YMCA over the next 6-12 months.</p> <ul style="list-style-type: none"> ● What are the similarities / differences between the themes? Are there overlaps? ● Which are we not sure about? Is there anything missing? ● What are we learning? <p>Spend the last 10 minutes prioritising the top 3 trends for your group:</p> <ul style="list-style-type: none"> ● <i>Which are the trends that you think are going to be the most impactful on the YMCA?</i> ● <i>Which trends do you think the YMCA most needs to act on?</i> <p>Then we come back into plenary for 20 mins for each group(4 mins each) to share their top 3 trends.</p> <p>[Forum can use trajectories as a cross-reference]</p>	<p>changing - keep a note of when it's region-specific</p>	<p>Shared capture document to capture the prioritisation</p>	<p>YMCA over the short & medium term</p>
<p>SO WHAT Transformative action</p> <p><i>How might we respond to this crisis?</i></p>	<p>Split into 3 breakout rooms for each theme (15 mins)</p> <p>Take the prioritised action areas (pre-work)and, between the group, discuss what you are learning about what should be the highest priority action areas for this theme, considering the trends we have just discussed.</p>		<p>Shared capture document</p>	<p>List of prioritised action areas for each theme</p>

15 mins	<p>Prompt questions:</p> <ul style="list-style-type: none"> • What are the highest priority action areas the YMCA should be considering in its COVID response? 			
<p>Connecting action areas across the themes</p> <p>40 mins</p>	<p>Rich discussion in 5 cross-theme in breakouts</p> <p>Prompt questions: What are we learning? So what does this mean for how we might apply these at each level of the Y?</p> <ul style="list-style-type: none"> • Global • Regional • National • Local <p>Capture in shared capture document for each group with each level of hierarchy</p> <p>Come back into plenary to get any final reflections from the group:</p> <ul style="list-style-type: none"> • What do you notice? • Anything missing? • Any surprises? 		Shared capture document with boxes for each level of hierarchy for each group	Priority action areas and how they might apply at different levels of the Y
<p>Check-out & close</p> <p>5 mins</p>	<p>Facilitator explains next steps and overview of the following session</p> <p>Check-out: Please reflect for 1 minute on one key takeaway from this session & share in the zoom chat box</p>	Close the session		

	Unmute to say goodbye in whatever way you feel			
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SESSION 2 - NOW WHAT?

Session & timing	Description	Purpose	Resources / Tech	Outputs
Welcome & intention setting 5 mins	Welcome all the participants and provide an overview of the agenda for the session	Set the intention for the session and build a shared understanding of the process	Agenda slide	
Check-in 5 mins	Check-in on the zoom chat with your name, where you are in the world and... What is one example you have of a seed of the future in the present from the conversations you've had? What is the most inspiring example you've seen from the responses?	Start understanding where the pockets of the H3 are in in the H1		Collated 'seeds of the future in the present' (inspiring stories for handbook and indicative of the H3)
Connect to purpose 5 mins Quick reminder of mission & purpose of the YMCA	Carlos refreshes the group on the purpose and mission of the YCMA: <i>YMCAs around the world share a commitment to empower young people – from childhood to young adulthood – with the support they need to reach their potential and create a better future for all.</i> <i>Frame the next session:</i>	Build a sense of the 'why' and contextualise action to be taken by the YMCA		

	<i>To what extent is Covid a catalyst to move the YMCA into a more future fit organisation? What does an adaptive Y look like?</i>			
<p>Sharing the wisdom: Principles to guide action</p> <p><i>What are the principles to guide our action through this crisis?</i></p> <p>45 mins</p>	<p>Individually read the principles to guide action across the themes (5 mins). Keep a note of any similarities, differences; anything that surprises you or particularly strikes you as important?</p> <p>Then in 5 cross-theme breakout groups, have an open discussion about the principles to guide action (25 mins)</p> <p>What do we notice? What are the differences? Which do we think are particularly important? What are we learning about how we want the YMCA to move into the future?</p> <p>Then co-create your top 3 principles, given the conversation you've had, and write them up in the shared capture document. (15)</p>	To build a better understanding of the wisdom principles under each theme		Top 15 principles to be synthesised further after the workshop
<p>Our vision for an adaptive Y</p> <p>40 mins</p>	<p>Everyone individually spends 10 minutes reading the wisdom principles in the shared capture document.</p> <p>Process:</p> <ul style="list-style-type: none"> ● In 3 breakout groups, fill in a manifesto for an adaptive Y using the template: <ul style="list-style-type: none"> ○ An Adaptive Y is....[three attributes of the adaptive Y] 		Manifesto templates to fill in On Miro?	Draft manifestos for the Adaptive Y to feed into the North Star process

	<ul style="list-style-type: none"> ○ Living these values and principles... ○ These are the key shifts we need to see in our model ○ Which will require these shifts in our mindset ○ We pledge to... ○ Indicators of success include... ○ What else needs to be true for us to do this? <p>Could have similar North Star draft questions instead?</p>			
Final reflections 10 mins				
Check-out & close 10 mins	Facilitator explains next steps for adaptation handbook Check-out: Please reflect for 1 minute on one key action that you can take away from this individually or for your YMCA & share on the zoom chat box Unmute to say goodbye in whatever way you feel	Close the session		List of individual actions