

# Creating Out Loud: Building community





## Overview

### Purpose

This meeting has two purposes:

- to help you begin exploring your personal and/or professional goals
- to begin building relationships among circle members.

### Agenda

#### Activity

Being here

Individual exercise – Knowing yourself

Group discussion – Building relationships

What next?

## Being here

### Acknowledging Country

Please acknowledge the Traditional Custodians of the lands on which you are meeting today:

- If you know who the Traditional Custodians are for the land on which you are meeting, name them.
- If you do not yet know who they are, please acknowledge the “Traditional Custodians of the lands on which we work and live.” You might then take some time after the meeting to discover whose land you are living and working on. These resources can help:
  - <https://aiatsis.gov.au/explore/map-indigenous-australia>
  - <https://aiatsis.gov.au/whose-country-am-i>

Take a moment to reflect on what Aboriginal and Torres Strait Islander Elders have contributed – and continue to contribute – to this Country, and pay your respects to Elders past, present and emerging.

You might also wish to acknowledge any Aboriginal and Torres Strait Islander people in this meeting.

*I [Dr Kate Power] acknowledge the Turrbul and the Jagera peoples, who are the Traditional Custodians of the land on which I work – Meanjin, now known as Brisbane. I recognise their deep and ongoing connection to Country and acknowledge that they never ceded sovereignty.*

*I recognize First Australians’ rich artistic and cultural heritage – among the oldest living cultures in human history – and their important stories, music, languages and other contributions to this land.*

*I pay my respects to their Elders past, present and emerging – and I acknowledge and extend those respects to any First Nations people in this meeting today. Thank you both for hosting and for joining us.*

### Personal introductions

Share your name and current involvement in the arts and culture sector...

Tell your fellow circle members who is the most creative person you know, and why...

If this meeting is being held online, tell your fellow circle members who the traditional custodians are of the land from which you are dialling in.

**TIP:** Be as personal / detailed as you feel comfortable being. Resist commenting during someone else’s turn

## Individual exercise – Knowing yourself

Peer coaching is a form of relational support, which means building and deepening relationships is at the heart of its success.<sup>[1]</sup>

Peer coaching develops self-awareness through a cycle of structured and appropriate 'self-disclosure, deep listening, empathy, giving and receiving feedback, managing conflict, self-regulating, and taking responsibility for yourself and your actions.'<sup>[2]</sup>

### The 'Daisy model' is one way to begin this process with your circle.<sup>[3]</sup>

1. In the space provided on the next page, draw a small circle in the centre of the box.

- If you already have a personal or professional goal you would like to pursue with the support of this group, write it in the centre of the circle.

**TIP:** *Your goal should be something you are willing to discuss in this circle.*

- If you don't have a goal yet, write your name in the centre of the circle.

2. Draw several petals around the circle, making a daisy. Put some petals towards the front, and others behind.

3. In each petal, write one thing that led you to your specific goal, or that makes you who you are today. Some suggestions are in the purple box below.

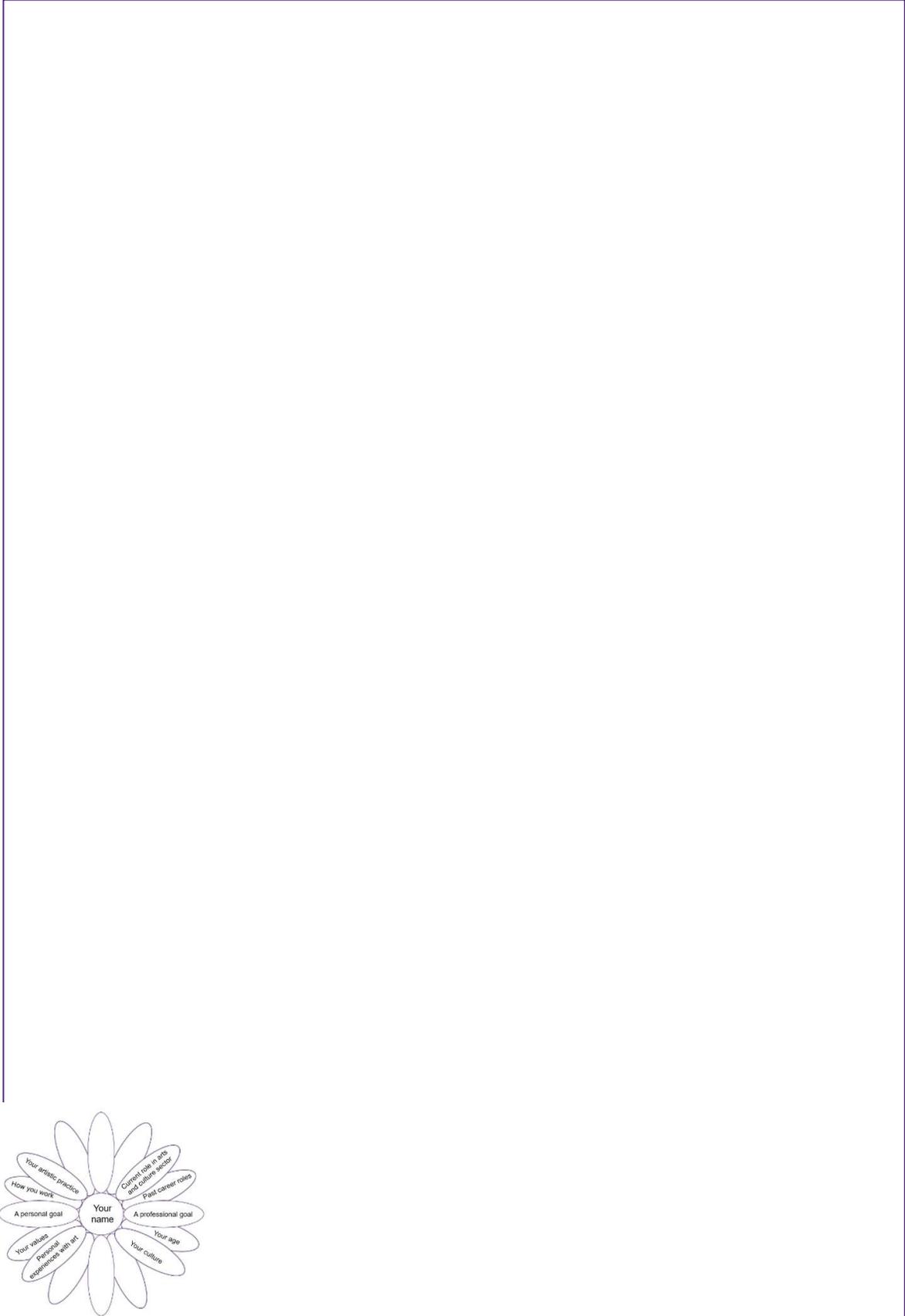
**TIP:** *Put things that matter most to you in the front petals; other things can go towards the back.*

4. In a moment, you will be invited to tell your fellow circle members about your daisy.

**TIP:** *You do not need to show your drawing to anyone else, or discuss anything that makes you feel uncomfortable.*



- |                       |                                   |   |
|-----------------------|-----------------------------------|---|
| • culture / ethnicity | • early experiences making art    | • current work and/or study roles               |
| • gender              | • sense of your own creativity    | • previous work and/or study experiences        |
| • sexuality           | • key people who influence(d) you | • what role you normally take in group projects |
| • age                 | • how you make sense of the world | • how you respond to conflict                   |
| • spirituality        | • what inspires you               | • professional goals                            |
| • values              | • what you do to relax            |   |
| • personal goals      |                                   |   |



## Group discussion – Building relationships

### 1. Tell your fellow circle members about your daisy drawing.

- If you have a specific goal, share it with the circle now – along with a couple of petals that contribute to this goal.
- Don't worry if you don't have a goal yet – many people take a while to figure out what their goals are. For now, just share a few petals with the circle, so others can get to know you better.

***TIP:** Be as personal / detailed as you feel comfortable being. You do not need to show your drawing to the group, or discuss anything you that makes you feel uncomfortable.*



### 2. Listen deeply to what your fellow circle members share:

- Aim to understand what experiences / voices / perspectives are influencing others.
- Ask questions for clarification, while respecting each person's right not to answer specific questions.

***TIP:** Listen 'to understand' rather than 'to respond.'<sup>14]</sup> Ask questions for clarification. Look for commonalities between responses, and points of common interest or concern.*

## What next?

Making the most of peer coaching involves taking at least one step after each meeting. This might mean learning more about the topic of this meeting, pursuing your own personal or professional goals, and/or helping other circle members pursue their goals.

Steps you might take after this meeting include (but are not limited to):

- learning more about the Traditional Custodians of the lands on which you live and work
- scheduling future circle meetings in your calendar
- choosing a specific goal to work on over the coming weeks
- reflective journaling about your 'daisy' drawing
- sharing any resources you might have that could help other circle members with their goal

At the start of the next meeting, other circle members will ask you about this step, providing a gentle form of accountability – without judgement.

## What one step will you take before the next meeting?

**TIP:** *Choosing a step now, writing it down, and telling your fellow circle members about it can help you make progress towards your goal. Even very small steps can help you and your fellow circle members make progress towards your goals.*

## References

1. Parker, P., D.T. Hall, and K.E. Kram, *Peer coaching: A relational process for accelerating career learning*. Academy of Management Learning & Education, 2008. 7(4): p. 487-503.
2. Parker, P., et al., *Peer Coaching at Work*. 2020: Stanford University Press.
3. Pearce, W.B., *Making social worlds: A communication perspective*. 2007, Oxford: Blackwell.
4. Covey, S., *The seven habits of highly effective people: Restoring the character ethic* 1989, New York: Simon and Schuster.

## Additional Discussion Guides

Discussion Guides on other topics related to arts and culture can be found at: <https://creatingoutloud.business.uq.edu.au/>



## Acknowledgements

This Discussion Guide was prepared by Dr Kate Power, as part of the “Creating Out Loud” research project.

Dr Power acknowledges all First Nations peoples, particularly in the Country in which this work was undertaken. On behalf of The University of Queensland, Dr Power pays respect to First Australian Elders past, present and emerging.

Dr Power thanks each of the participants in the Creating Out Loud project, as well as anonymous reviewers from the arts and culture sector, whose feedback has contributed to the design of this Guide.

The opinions in this Discussion Guide do not necessarily represent the views of The University of Queensland, funding / industry partners, or the individual members involved in the reference groups.

## About Creating Out Loud

“Creating Out Loud” is an 18-month Industry Research Fellowship funded by the Queensland Minister for State Development, Tourism and Innovation, under the Advance Queensland Industry Research Fellowship program.

Creating Out Loud was developed to support Queensland’s artists and arts managers as they recover from and rebuild business, artistic, and cultural practices following the COVID-19 pandemic.

For further information visit

<https://creatingoutloud.business.uq.edu.au/>



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To interrupt the flow of this Discussion Guide as little as possible, reference information appears at the end of the guide and direct attributions have been minimized.

This guide includes links to various web material. All links were working at the time of publication. Please note however that these links may become outdated over time.

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