

Integrates all layers

This method aims at supporting groups to develop a meta-perspective about their group from a CLIPS perspective. A typical example of use of this method is the first day of a community meeting, dedicated to gain a deeper understanding of the issues of the community.

This tool helps to gain common ground about the community and the same time to understand the importance of all 5 CLIPS layers.



Aims and Objectives

To support the group in developing a meta-perspective on their projects from a CLIPS-perspective..



Time

4 hours, including a break



Materials Preparation

A circle of chairs for the whole group and a smaller circle of chairs (1/5th of the chairs) in the middle.

Flipcharts visualising the questions for the 5 groups, see below. (1 flipchart for each group)



Target audience

The target audience is a group that shares a common project and has already some experience working together, and that wants to develop more of a meta-perspective about their project and use the CLIPS-Model.



Number of Participants

Minimum 15 – maximum 35.



Duration	Activity
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5'	INTRODUCTION
15'	BRIEF INTRODUCTION OF CLIPS AND ITS 5 LAYERS
5'	SPLITTING UP IN 5 GROUPS (EQUAL SIZE)
5X30'	EACH GROUP SHARES IMPRESSIONS AND HYPOTHESES ABOUT THE LAYER THAT THE GROUP IS RESPONSIBLE FOR.
10'	SDEBRIEFING IN PLENARY

INTRODUCTION

FRAMING- 2 MINUTES

This exercise supports a group in developing a meta-perspective about the group, using the 5 layers of CLIPS. There is time given for everyone in the group to share their view about the group - from different perspectives.

The method helps to analyze the project using a perspective that is shaped by the CLIPS-Model, that has been developed by community consultants from 10 different European Countries.

CLIPS ONION

INSTRUCTION 1 - SHORT INTRODUCTION INTO CLIPS - 15 MINUTES

The CLIPS model is based on 5 layers that are closely interlinked and yet very specific. At the core, we see the **Individual**, the basic element for any human group, followed by the collective identity (the **Community**) that multiplies the individual energy available to reach the shared **Intention** (Layer 3). A clear and functional **Structure** (layer 4) is necessary for the group to collaborate effectively and carry out the **Practice** (layer 5) that materializes the Intention and makes it visible to the world. (Read the CLIPS guide for a more thorough introduction.)

INSTRUCTION 3 - ONION DISCUSSION - 5 X 30'

The groups that focus on the different layers use the chairs in the center. Each one has 30 minutes to share their impressions and hypotheses about the community in a small-group discussion in the center focusing on the layer that the group is responsible for. The others listen to the reflections of the core-group and take notes about things that might be important for their layer.

If someone in the group has experience with graphic recording or wants to start it, it's a great idea to have this type of recording for this discussion – ideally on a very big paper (4 flipcharts glued together), on which the CLIPS-model is visualized and the graphic recording is inserted in the different layers.

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INSTRUCTION 2- DEFINING GROUPS - 5 MINUTES

Splitting up into 5 groups (equal size):
One group that focuses on each layer.
If the CLIPS-Model is visualized somewhere, it's recommended to do it in a way that the first person says: Individual, the second says: Community, the third Structure, and so on, and the sixth starts again with Individual. (Other option: people sort in groups according to their main interests.)



CLIPS ONION

INSTRUCTION 3- CONTINUATION: ONION DISCUSSION - 5 X 30'

Questions, the facilitator can ask to introduce the discussion on the different layers:

1. Intention:

What is the intention of the group? Do we all name the same intention for the group if we are asked for it? How shared is it in reality? Is it clear what is the shared intention and where diversity is appreciated? Are there differences in the interpretation of the intention? And: Are we on the right path to realize our intention? (Use your experience with the group to find more questions.)

2. Individual:

The group consists of many different individuals. Is there a culture of appreciating diversity? Is there an awareness of integrating different views and taking conflicts as a tool for a better understanding of the world? Do the people know each other's history? Do people take responsibility for their side of a conflict? Is there a culture of self-responsibility and mutual support? What can be done to increase this attitude and consciousness? (Use your experience with the group to find more questions.)

A break is recommended at this point!

3. Community:

What is the community culture? Is there a conscious fostering of community spirit? Is deep sharing and reflection about oneself encouraged and part of the community culture? What are the moments when the community spirit is felt? Do we need more of these? What is missing? What are our qualities as a group? (Use your experience with the group to find more questions.)

4. Structure:

Is there a clear decision-making structure? Are ownership and money-flow clearly and transparently described? Are the structures in line with the intention? Do they empower individuals and is there a way to prevent power abuse? What can we do to empower more people? (Use your experience with the group to find more questions.)

5. Practice:

How is the practice of the community going? Does the work get done? Is there enough competence, time and money available to tackle the challenges? What do we have realized that we are proud of? (Use your experience with the group to find more questions.)

INSTRUCTION 4: DEBRIEFING - 15 - 30'

Debriefing in the plenary: How was it for you? Any important insight of someone who spoke in the first rounds that came when the other rounds spoke?
How are the aspects that appeared in the different rounds related to each other?

TIP: As a facilitator, you can support the reflections of the different "inner circles" in asking questions to deepen the aspects that have been raised.

