

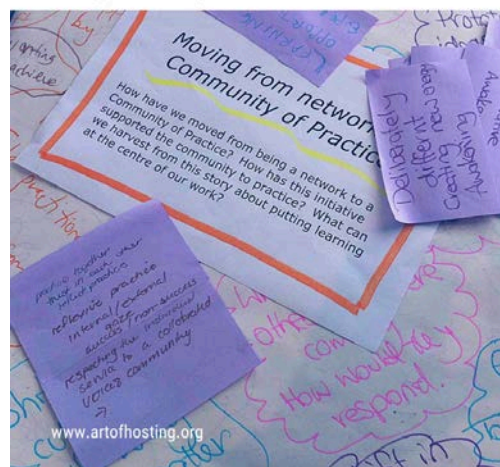
How do I take my practice further?



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Pocket Guide to HARVESTING Methods

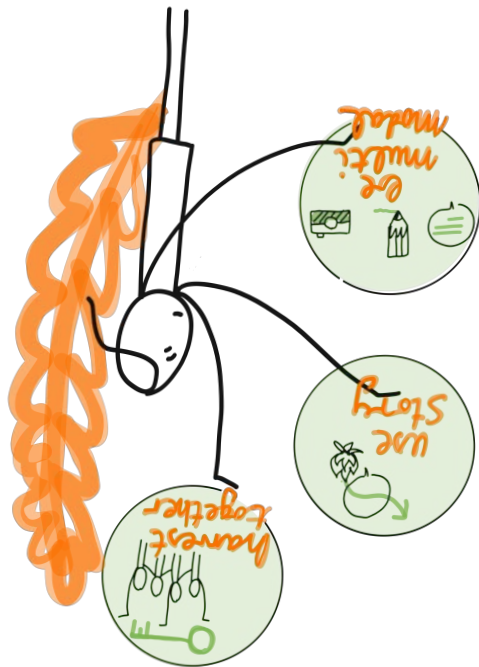
Hosting & Harvesting Conversations & Work That Matters



COLLECTIVE HARVEST
 Asking a group to harvest together is one of the fastest ways to increase collective intelligence and make it tangible. There are many ways to do this from writing up output together on flip charts or sticky notes, mind mapping, or graphics to asking people to make a visual representation of what they are learning through sculpture, drawing or with their bodies.

Working with stories — like the **Collective Story Harvest** or story trios — and metaphors is also a very potent way to make collective sense and meaning.

MULTI-MODAL
 With all the technology we have today, it is easy to use video, social media, cartooning, apps and all other forms to present results in a way that attracts attention and helps a group to continue to use and deepen their insights.

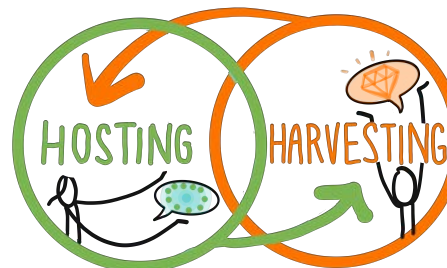


What is Harvesting?

The Art of Hosting and Harvesting Conversations that matter has at its heart the dance between hosting and harvesting in service of the group. We harvest the hosting and host the harvesting.

A focus on Harvesting is at the basis of our work with groups. We design FROM the harvest. When we know what we want to harvest, it indicates what design we could choose to work with.

There are so many ways to harvest...



Harvesting Methods

VISUALS are a potent way of focusing on content and enabling a group to see what it has discovered together. They can be used in endless variation. Some ideas:

- Capturing the flow of output from a group — capturing images and words that describe both the process and the outputs or outcomes of group work so the whole work is easily seen.
- Making a drawing of a concept, method or principle so that it is more easily understood.
- Capturing group insights as they pop up and clustering them.

INDIVIDUAL HARVEST
 Supporting participants to capture and make sense of their own harvest of a group process or experience. A harvest booklet can make this

The basis of Harvesting

A good way to remember the elements that make up good Harvesting is to remember the word **PLUME**. It stands for:

- **P**articipatory: If the process is participatory, the harvest should be too. That means participants collect, work with and make sense of what they are doing together.
- **L**earning: The harvesting should serve the learning, especially in complexity, where what we learn can show what is possible.
- **U**seful: Depending on the context, useful in the moment, after the meeting and in the form that is helpful.
- **M**ulti-modal: Take advantage of all the tools — drawing, video, social media, etc.
- **E**mergent: We plan for the harvest we'd like, but also leave space for the harvest that emerges. Be careful not to control, or make sense on behalf of the group.

Monica Nissen, one of the founders of Art of Hosting, coined the term “harvesting”. Here are her twelve principles:

- Harvesting should serve the **collective wisdom, intelligence and/or clarity** of the organisation, group, etc.
- Let harvesting be part of your thinking and process design from the very beginning.
- Questions matter! What and how you ask determines what you get.
- Harvest can be both **intentional** (looking for something specific) and **emergent**. Pay attention to both.
- Use many modalities of harvest and choose what is appropriate at any given time.
- Less is sometimes more. The purpose is to create more collective clarity, not add to collective confusion (more noise).
- Use your own creativity and common sense — there is no substitute for it!

feedback loops: If you ask people to harvest

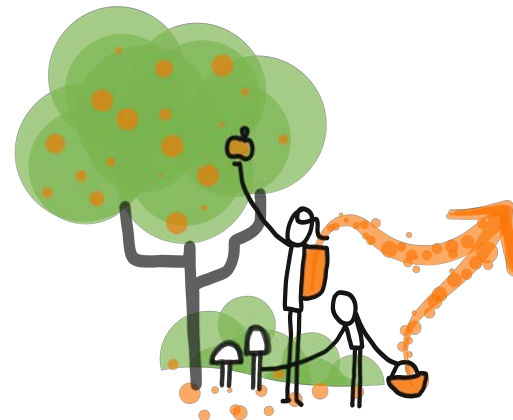
- Don't leave loose ends — make necessary
- You capture and process it?
- Will need it? How will they use it? How will output or intangible outcome needed? Who harvesting something. What is the tangible and deliverables: Know why you are
- Let it be intentional, be clear on purpose (after) and host the harvesting team.
- Intent for the whole time (before, during and after) and host the harvesting team.
- Host the harvesting process: Holding the rather than a conversation?
- What if you are actually planning a harvest, process design from the very beginning.
- Let harvesting be part of your thinking and organisation, group, etc.

12 Principles of Harvesting

- something, think of how the harvest will be used, where it should go so it will be useful and have leverage. Do not just harvest for the sake of harvesting.
- Make it participatory: As much as possible, build it into the design, let the stakeholders themselves make sense and meaning of what is emerging.
- Designing a good harvest is strategic.
- Questions matter! What and how you ask determines what you get.
- Harvest can be both **intentional** (looking for something specific) and **emergent**. Pay attention to both.
- Use many modalities of harvest and choose what is appropriate at any given time.
- Less is sometimes more. The purpose is to create more collective clarity, not add to collective confusion (more noise).
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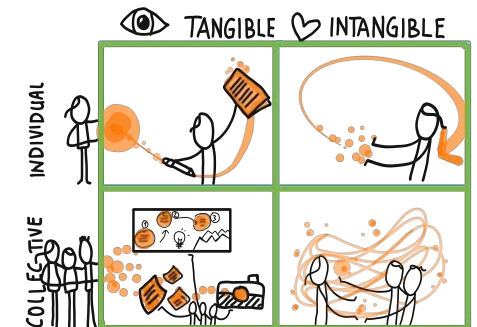
The word “Harvesting” takes us back to being part of nature. We harvest the fruits from plants, we gather mushrooms, we hunt for nourishment. This metaphor helps us to think broadly and specifically about how people can collect and make sense of the fruit of their labour together.



The Elements of Harvesting

We think about Harvesting on multiple levels:

- **Individual:** Harvesting happens on an individual level — my notes, my learning.
- **Collective:** It also happens on a collective level, between people and in the group as a learning field.
- **Tangible:** All the things we can see — charts, post it notes, visuals.
- **Intangible:** All that we can't see — connections between people, changes in attitude, building capacity.



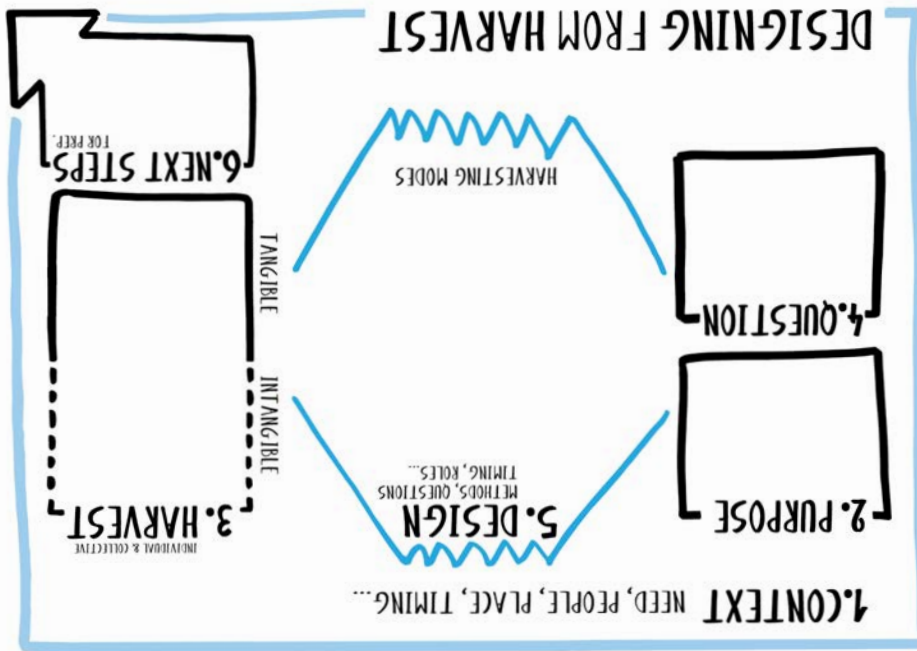
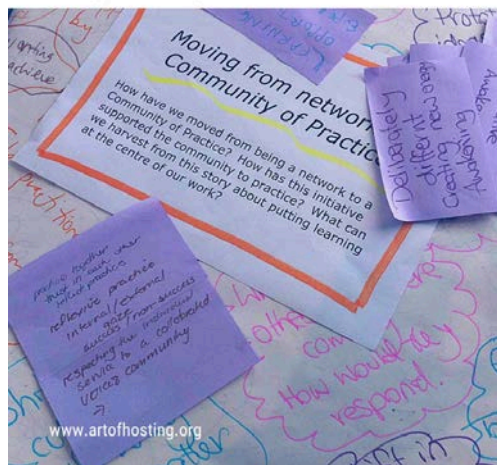
What do I need to remember?



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

Pocket Guide to HARVESTING Practices

Hosting & Harvesting Conversations & Work That Matters



Begin with the end in mind

How do you make a ZINE?



2.

Slit here.

1.



This will become the back page and this, the title page.

5.



4.

Push the ends towards the centre.

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!

