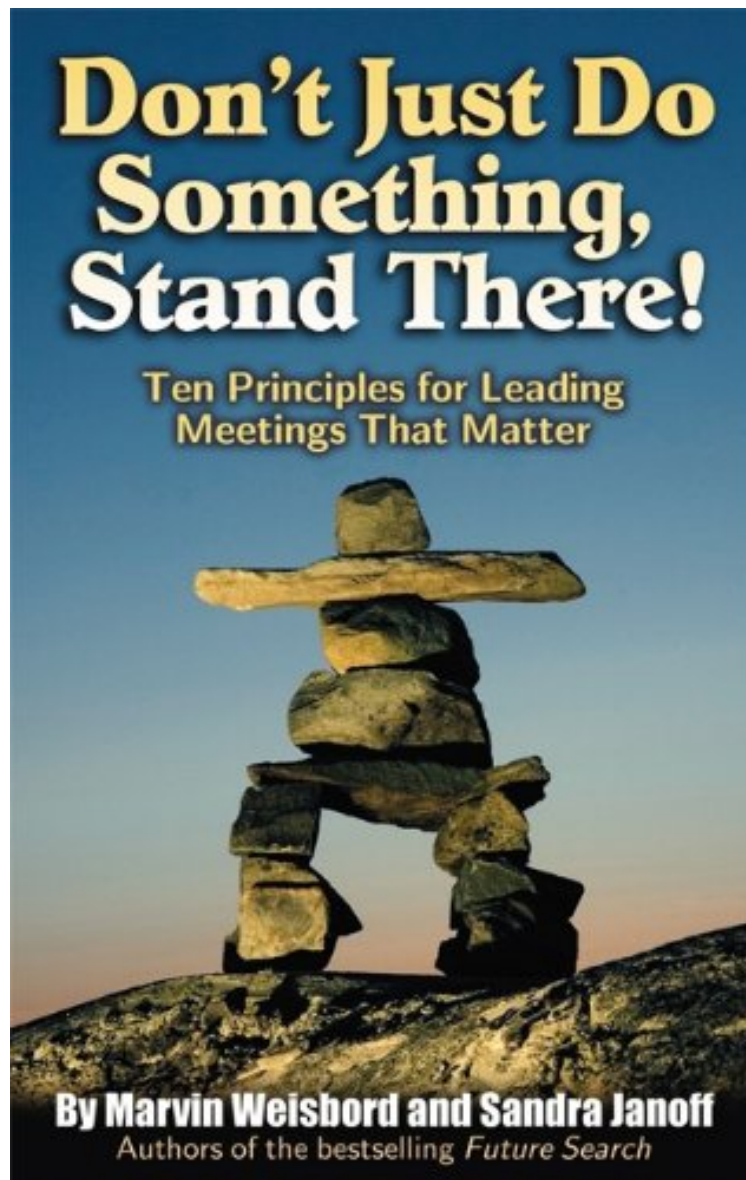


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Don't Just Do Something, Stand There!: Ten Principles for Leading Meetings That Matter

Marvin R. Weisbord, Sandra Janoff
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Marvin R. Weisbord, Sandra Janoff : Don't Just Do Something, Stand There!: Ten Principles for Leading Meetings That Matter before purchasing it in order to gage whether or not it would be worth my time, and all praised Don't Just Do Something, Stand There!: Ten Principles for Leading Meetings That Matter:

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meetings" -- as with "reading email" -- takes a bad rap. The phrase "let's have a meeting" has become loaded with all manner of negative connotation: enervation, bureaucracy, aimlessness, something other than "real work" -- the price we seem to have to pay by way of organizational overhead in exchange for being able to work with one another in some fashion. Weisbord and Janoff, the people behind the thinking for Future Search, provide a useful alternative to this popular view, along with practical advice...What might an effective meeting -- or convening -- accomplish?What does it mean to respect people's time and contributions?How might we effectively facilitate groups of people?Anyone navigating their way forward in the knowledge economy -- where conversation is the currency -- will benefit from their thinking on effective facilitation and convening of people.0 of 0 people found the following review helpful. A must read for anyone who hates meetings!By KennyriceIf you're the type of person who wants who would rather spend more time 'doing' and less time meeting about what should be done - this book is for you. If you're the type of person who believes that people only call meetings when they can't solve a problem on their own - this book will help you spend more time doing!18 of 18 people found the following review helpful. Learning how to DO less and BE moreBy Robert E. YoungDon't Just Do Something, Stand There: Ten Principles for Leading Meetings That Matter The title, Don't Just Do Something, Stand There, caught my attention and knocked me off balance. As a member and leader of a number of organizations over the course of 76 years, I have often been referred to as an "activist." The reverse of the title has been almost a mantra of mine. If something needs to be made right, is it not my job to do something? Anything less is a kind of cowardice, and I become an accomplice to the wrong-doing. You would think I would know better, but the problem seems to be getting worse. The book came my way none too soon. In college at Penn State, in the 50's, William Werner, a literature professor, said to me in an aside, "There are two reasons to read: one is the confirmation of something you already are familiar with and appreciate; second, is the thrill of new experience." His comments have stayed with me throughout these many years better than the contents of the course in The European Novel that I took with him. I did find much in the book that I already know and apply, drawing from psychology, group dynamics, organizational development, etc. and presented in a readable, user-friendly manner. My copy is full of notes in the margin of comments like "yes," and of exclamation marks. And for sure, there was also much that was new, again drawing from the same fields, but with practical examples that made the reading alive and here and now, and answered questions that had come to me a moment earlier. The authors have years of hands-on experience throughout the world in their work, and have done their homework, learning from and sharing relevant research in the field. What surprised me was a third dimension that emerged - a challenge to some of the ways I have come to work, both employed and as a volunteer. Is it too late to teach an old dog new tricks? I hope not. For example, one of the things I loved was in the section, Principle 4 - "Let People Be Responsible." I quote from the anecdote on page 78, "Legitimizing Opposition In A Tense Community Meeting." The issues were so contentious that the sponsor had hired security people to head off potential violence. At the start of the meeting, Lisa, the meeting manager, carefully set up the structure of a number of ground rules. For example, "We are here because we want everyone's ideas, even those you may consider 'wrong' or 'silly.'" During the meeting, one person rose and spoke in a way that attacked the facilitator verbally in an attempt to derail the meeting. The group was flabbergasted and told him to sit down. Lisa now invoked the ground rule she had established in setting up the structure for the meeting. This is how she responded. "This is what Jim is thinking right now, and you are not required to agree or disagree with him." By using the ground rule to cushion her own shock and to support the dissenter, she defused the attack and the people returned to the task. The book is full of hands-on examples of this kind that bring you right into room in experiencing the "Ten Principles for Leading Meetings That Matter." Eighteen useful and delightful illustrations by Jock Macneish are sprinkled effectively throughout the text. Weisbord and Janoff's book, Don't Just Do Something, Stand There, has been, on all counts, a kind of tonic for me. The book has helped me - in this third half of life - to move from wanting to learn more skills of what to "do" - to beginning to experience a "letting go" and to move into allowing a to "be" - a just stand there. In effect to trust, and use the group more fully. I recommend Don't Just Do Something to anybody who ever said, "Oh, no, not another meeting," and also to the folks like me who look forward to the next one. Dr. Robert E. Young, Associate Professor, Eastern Virginia Medical School [retired]676 words

Presents often contrarian insights into how to design meetings that actually accomplish something Filled with case examples and exercises Draws on the authors' decades of experience working with businesses, nonprofits, and government agencies worldwide This practical guide details ten key principles that will profoundly change the way you think about, organize, and lead the meetings that matter most. Rather than trying to change anyone's behavior, Weisbord and Janoff show you how to change the conditions under which people interact. By doing less, you help others do more. With examples from around the world, and practical tips and exercises in every chapter, Don't Just Do Something, Stand There! gives you many new techniques for helping people discover common ground, make productive use of dissension, and take responsibility for action.

About the Author Marvin R. Weisbord, an internationally known organizational consultant for over thirty years, is the author of Productive Workplaces, and coauthor of Discovering Common Ground, and Future Search. Sandra Janoff,

Ph., a psychologist and consultant, works with fortune 500 companies small businesses, communities and non-profits on whole systems transformation. Marvin and Sandra codirect Future Search Network, an international non-profit dedicated to community service, collegueship, and learning.