



Self-Determination through Finding Our Voice and Community Building

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www.power2u.org

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Overall Goal of Training

Each participant to become a better trainer by becoming more comfortable with their own Voice through learning the skills of dialogue to help others individually and as a group develop their Voice and dialogue skills

Module 1: Introduction to the Training

The training is based on four sets of principles:

1. Principles of Empowerment and Recovery:

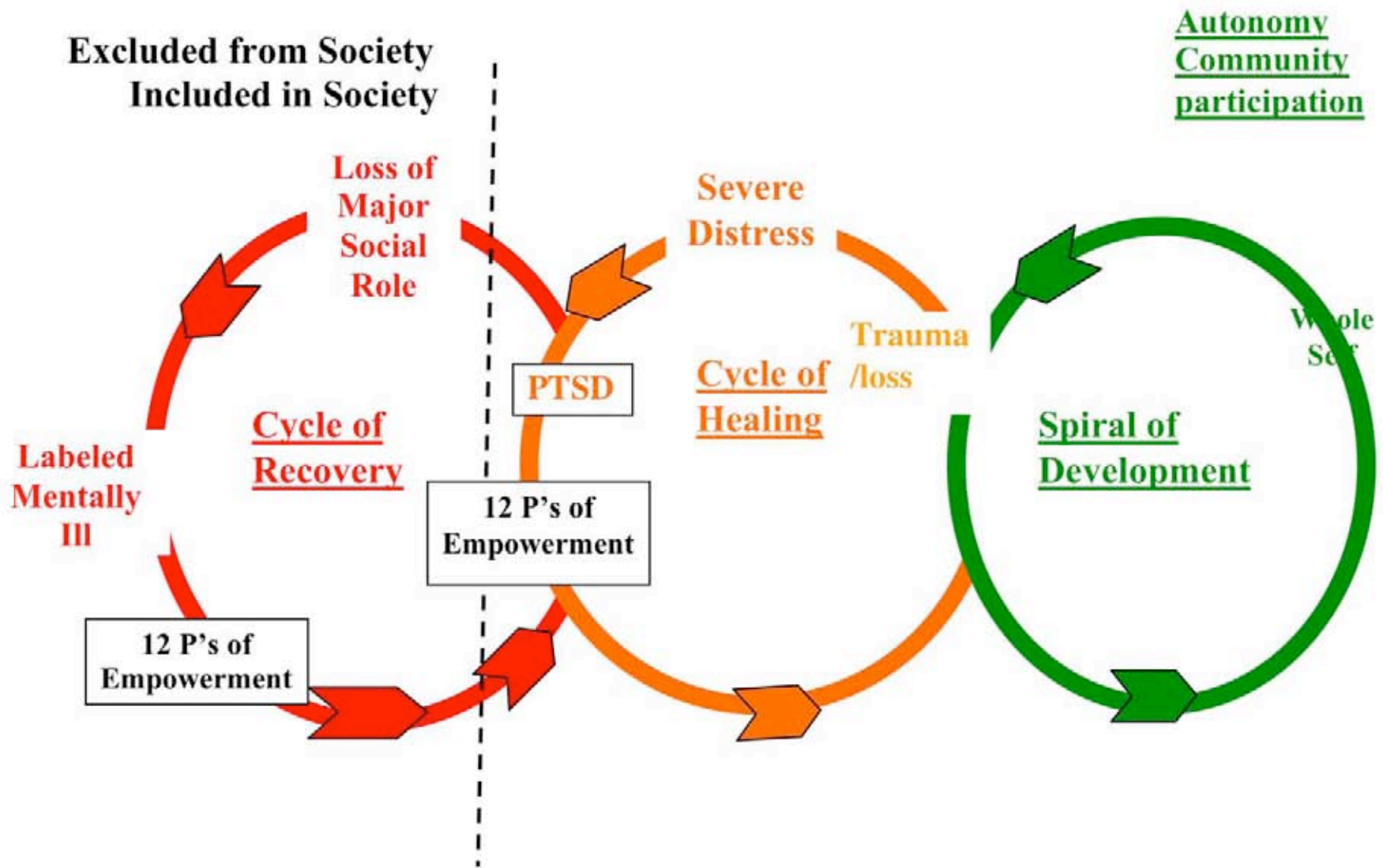
- **Twelve Ps of Empowerment (Resource A1),**
- **New Freedom Commission Report (Resource A2),**
- **SAMHSA's 10 components of Recovery (Resource A3)**
- **Empowerment Model of Recovery and Development (Resource A4)**

2. Principles of dialogue (resource B1, B2)

- **Shared monologues: where group members get used to talking to each other.**
- **Skillful discussion: where people are learning the skills of dialogue**
- **Generative dialogue where people are learning the skills of dialogue**
- **Strategic dialogue : where people use the skills of dialogue to carry out group problem solving through thinking together**

3. Principles of Ubuntu as vehicle of mutual respect (Resource C)

4. Community building through dialogue (resource D, G1,G2,G3)



Empowerment Paradigm of Development, Healing & Recovery
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How the 12 **P**'s of Empowerment Lead to Recovery and Transformation



Module III

2:15-2:30 PM **Passion from anger and fear** (see **Resource E: Anger to Passion**) (Dan will introduce this)

1. **Work out some of the intensity of anger with peers before attending the meeting with non-peers. Support groups are often very useful for this working through.**
2. **If you have worked through some of the intensity of anger, you cannot only watch the anger in yourself, but you can also watch your reaction on the other members of the committee.**
3. **Have at least one close ally on the committee. Ideally this would be another c/s/x but that is not always possible.** This ally can help you in developing a strategy. They can also help you gauge the impact of your presence.
4. **Having allies in the audience can assist in the transformation of anger into passion.** At the opening public meeting for the Commission, Dan had encouraged a dozens of supporters to attend.

**I HAVE LEARNT THROUGH BITTER
EXPERIENCE THE ONE SUPREME
LESSON: TO CONSERVE MY ANGER,
AND AS HEAT CONSERVED IS
TRANSMUTED INTO ENERGY EVEN SO
OUR ANGER CONTROLLED CAN BE
TRANSMUTED INTO A POWER WHICH
CAN MOVE THE WORLD.**

Mohandas Gandhi

Module V

A. Compare Dialogue and Discussion: (see resource B1)

Dialogue	Discussion
Starts with listening	Starts with speaking
Is about speaking with	Is about speaking to
Focuses on insights	Focuses on differences
Is collaborative	Is adversarial
Generates ideas	Generates conflicts
Encourages reflection	Encourages quick thinking
Encourages emergence	Encourages lock-in

Module V (cont.)

Ground rules for dialogue

1. Listening together

“Listening is usually considered a singular activity. But in dialogue, one discovers a further dimension of listening: the ability not only to listen, but to listen together as part of a larger whole.”

2. Respecting the person as a whole being

A: Respecting the other. “To be able to see a person as a whole being, we must learn another central element in the practice of dialogue: respect. When we respect someone, we accept that they have things to teach us.”

B: Respecting differences. [

In dialogue, one learns that agreement on a mission or action rarely requires total agreement of perspectives, values and worldviews.

Module V (cont.)

Ground rules for dialogue

3. Suspending certainty about our view.

we can learn to suspend our opinion and the certainty that lies behind it. We simply acknowledge and observe our thoughts and feelings as they arise without being compelled to act on them.

4. Authentic Voicing

Finding your voice in dialogue means learning to ask a simple question: What needs to be expressed now?

This is true in part because our **authentic voice** is not a rehash of others' words. So we are unlikely to find someone else speaking what we ourselves need to say. [...]

Community Building Through Personal connecting

**Individuals
In monologue
+**



**through discussion of principles
and values of respect, self-
determination, passion,
purpose**

**Individuals
In monologue**



**Connected
Cohesive
Group**



**engage in
generative
dialogue**

**Community Building
“community spirit”**

**Cohesive
Group**



**through
generative
Dialogue**



builds community

**Community building
“Taking Action”**

**Through
Strategic Dialogue**



**Develops a strategic plan
and implements it**

