

BUILD Individual Meetings

Purpose: build a public relationship; to develop broad-based power
leaders/units must build a constituency through individual meetings

With whom: leaders and potential leaders

Focus: build trust - two-way / reciprocal
stories & feelings - (NOT information)
Self Interest - “what makes a person tick”

Time: 30-35 minutes

Opening: * Credentials (Who referred you
Who you are, why you're here)

Middle: * sharing of stories, feelings
• probe, agitate get at motivation, primary interests. Tools: 'why' 'how did that make you feel' 'what do you think would happen if....'

End * references who do they connect to, who they respect in their church, school, workplace
• Opening for a next step: another individual meeting, suggest investigating an interest their contacting others

Debrief * can this person help your team build power - a potential leader?
* did you probe, challenge, identify his / her interests, drives?
* Next steps

Notes on 'Road to Emmaus' Teaching
(Paradigm for relational organizing)

[Luke 24: 13-35]

Jesus on Emmaus Road

- 1) walked by their side (no request)
- 2) started where they were at ("what were you discussing?")
- 3) they insult him - he absorbs it ("you must be the only person....")
- 4) he asks: "what things"? doesn't lead, waits to see where they go
- 5) he's patient to hear them out (doesn't correct them)
- 6) challenges, teaches, preaches agitates ("you foolish men.....")
- 7) "made as if to go": willing to walk away, ready to go!
(Left it on them to act: they have to have ownership or it won't work)
- 8) Then he ran his action! Where was he recognized? In action
- 9) He vanished.... didn't stay around to build dependency (they'd have crowned him)

Lessons of Emmaus

Change occurs inside relationships.

Growth occurs when adults are challenged and agitated.

Relationships are only built face to face.

Challenge & agitation are only effective inside relationship.

*People asked to do task will do task; **ADULTS AGITATED IN RELATIONSHIP
WILL RUN TO TELL THEIR STORY.***