Three Leaves Against the Wind:

Facilitating a Change Process in a Community Organization

by

Jennifer Kleskie

A Paper Submitted in Partial Fulfillment of the Requirements

for the

Diploma Studies in Process Work

from

The Process Work Institute

Portland, Oregon

January 2011

Copyright

©

Jennifer Kleskie

2011

All Rights Reserved

Acknowledgements

I would like to acknowledge a number of people who have supported me over these last many years of Process Work training. This journey includes an experience of finding and then losing and then finding again some core realizations necessary to become closer to my life's dreams. They were seemingly lost for a while, but returned to me through my dreams and longings. I am indebted to my mentors and friends who believed in those wishes all along and encouraged me to let those leaves reconnect to their roots.

I first must thank Drs. Arny and Amy Mindell for developing a way to study the very nature of nature itself. I thank them for the modeling and the love that has helped me to become aware of my own path of meaning which lies between my everyday encounters and those broader, universal elements of myself.

I also carry a deep gratitude for the many others who have helped me to embrace and implement the practice of Process Work and Deep Democracy both within myself and with others. For this I am indebted to Salome Schwarz, Gary Reiss, Julie Diamond, Max Schupbach, Caroline Spark, and Emetchi as well as Chris Allen, Lukas Hohler, Timmy Myers, Kate Jobe, Herb Long, Stephen Schuitevoerder, Jan Dworkin, Ingrid Rose, Joe Goodbread, Dawn Menken, Rhea, and Sonja Straub. Also, very special thanks to Susan Newton for all her editing and non-editing love and support. I would also like to thank the entire global and local Process Work Community for consistently creating a container that provides a powerful and exciting learning environment within which to grow.

Table of Contents

Acknowledgements ii	i	
Chapter 1: Introduction1		
Purpose of Study 3	3	
Overview of Chapters4	ļ	
Chapter 2: Conceptual Toolkit	í	
Three Levels of Awareness	í	
Field Theory 8	3	
Dreambody and Dreaming Process)	
Synchronicity)	
Primary and Secondary Process	Ĺ	
Deep Democracy 13	3	
Ghost Roles 14	ļ	
Role Theory	ļ	
Edges	,	
Channels15	5	
Metaskills 15	,	
Intervention 16	(
Chapter 3: Facilitator	7	
Dream	7	
High Dream 17	7	
Chapter 4: Working With a Community Organization)	
Facilitator Preparation)	

	Logistics	. 22
	Background Intention and Internal Question	. 23
Chapte	er 5: Three Workshops	. 25
	First Workshop (December 8, 2006): Family Therapy	. 25
	Reflection	. 30
	Second Workshop (July 6, 2007): Rank and Power	. 32
	Reflection	. 35
	Third Workshop (August 24, 2007): Visioning	. 37
Chapte	er 6: Overview of the Dreaming Process of the Organization	. 43
	Back to the Source	. 43
	Tree of Life	. 43
	Integration	. 44
Chapte	er 7: Reflections on the Facilitator's Role in Organizational Work	. 46
	A Personal Journey	. 46
	Contributions to Organizational Development	. 52
	Contributions to Process Work Theory	. 54
Refere	nces	. 56
Appen	dixes	. 58
	Appendix A: Participant's Feedback Sheet December 8, 2006	. 58
	Appendix B: Participant's Feedback Sheet July 6, 2007	. 60
	Appendix C: Participant's Feedback Sheet August 24, 2007	. 62