**DRAFT - *The Wangthonglung Team Retreat***

*(The Thepleela Core Team and the National Office)*

(8 August 2020)

**Objectives:**

*For participants to gain new insights into themselves, others, and into working in a team … in support of their future work, family life, friendships, and community-building.*

*For the National Spiritual Assembly to recognize the hard work done by the Thepleela Core Team and the National Office (“The Wangthonglung Team”)*, *to learn from the team’s experiences to help other areas in Thailand, and to identify any support needed.*

**Situation Analysis:**

1. **Underlying issues and manifestations**: (Spiritually related)

* (suspect) Low self-esteem / low self-confidence (?)
* Pressures from families
* Challenging, seemingly impossible, goals
* Everyone is hurting in one way or another
* Backbiting
* Seeing fault in others
* Angry confrontation (Not having a kindly tongue)
* Clashes due to differences in personality
* Avoidance of direct communication
* View that other people are the problem
* Not knowing how to change to situation or who to turn to for help

1. **Structural /Organizational issues:**

More clarity needed for:

* ground rules – agreements (“How we will work together”)
* team discipline
* roles
* responsibilities
* formal relationships
* common understanding of the structure
* job descriptions
* leadership and source of on-going guidance

**The retreat will begin to help develop tools, attitudes and habits to address the above by exploring (among other things):**

* Understanding different personalities (including own)
* Ways to stop backbiting
* Looking for the good in each other / overlook faults
* Ways to communicate openly
* Ways to resolve issues with love
* Leaning to forgive and forget

**Framework for Sessions:**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Unit** | **Details** | **Session** |
| **A** | **Opening** |  |  |
|  |  |  | **Session:** Opening a – Spiritual Atmosphere  **Session:** Opening b – Objectives to Ground Rules  **Session:** Stages of Team Development |
| **B.** | **Motivation for Development** |  |  |
|  |  | A collaborative warm-up | **Session:** The individual, the community, and society |
| **C.** | **Building Blocks for Unity** | **Stumbling Blocks for Unity** |  |
|  | 1. Look for the good in each other (and ourselves!) | Faultfinding, focusing on shortcomings | **Session:** MBTI (& Exercises)  **Session:** Meditating on Our Nobility  **Session:** Virtues |
| 1. Take action to remove any lack of love | Avoidance to consult when difficulties arise, not take action to solve problems, (estrangement) | **Session:** Resolving issues |
| 1. Avoid Backbiting |  | **Session:** Backbiting |
| 1. Use a kindly tongue | Angry words and criticism | **Session:** The Kindly Tongue |
| 1. Forgive and Forget, put the past behind | Refuses to talk, holds grudges, refuses to forgive or forget | **Session:** Forgive & Forget  **Session**: Individual reflection and planning |
|  | 1. Act in such a way... Be not offended |  | **Session:** Act in such a way |
| **D.** | **Organizing for Unity and Support** |  |  |
|  |  |  | **Session:** Passing on the Learning |
| **E** | **Closing and Sharing** |  |  |
|  |  |  | **Session:** Final Individual Reflection  **Session**: Sharing & Closing |
| F. | **Post-reflection and learning** |  |  |
|  |  |  |  |
| G | **Possible Follow-up topics** |  | No time for these in the retreat |
|  | Consultation |  |  |
|  | Reflective listening |  |  |
|  | Other ? |  |  |

**(Draft) Suggested Order of Sessions**

The order is draft and has a logic, but also balances “heavier” and “lighter session” and building on a safe environment. The final order will also depend on timing – some sessions are better in the morning when people are freshest; some are more lively and better for after lunch, for example.

**Session:** Opening a – Creating a Spiritual Atmosphere

**Session:** Opening b– Objectives to Ground Rules - *(creating safe space and setting realistic expectations)*

**Session:** Stages of Team Development - *(challenges are normal and expected!)*

**Session: Meditating on our Nobility** -- *(builds sense of self-worth; a foundation for how we look at others)*

**Session: The individual, the community, and society** -- *(simple task and warm-up for working together;*

*builds motivation for personal development)*

**Session: Forgive & Forget** *– (importance of forgiveness and seeing with the eye of forgiveness)*

**Session: MBTI (& Exercises)** *-- (understanding self and others; probably no time for exercises)*

**Session: Virtues –** *(practicing seeing the good in each other)*

**Session: Backbiting** *– (major issue)*

**Session: Act in such a way…** *- (action linked to feelings)*

**Session: Resolving issues** *- (action needed to address issues)*

**Session: Passing on the learning** *– (learn the team's experience–helps future teamwork)*

**Session: Final Individual Reflection** -- *(developing a personal follow-up plan)*

**Session**: **Sharing & Closing** -- *(a chance to share from the head and heart as people wish!*