

SESSION GUIDE: *Exploring Agreements for Ecosystem-Wide Flourishing*

Duration: 60 minutes

Figures Used: 2, 4, 5, 6 from Agreements by J. Ritchie-Dunham

Flow: Welcome → Theory → Reflection → Real-World Relevance

0-10 min | Welcome + Opening Reflection

Slide 1: Exploring Agreements for Ecosystem-Wide Flourishing

Opening line options:

- "In this session, we are about to explore in four images a language to see what is usually invisible—the agreements that quietly shape every system you have ever been part of."
- "To me it is like decoding the matrix of *how humans interact*—in NGOs, teams, Businesses, communities, families, cities."
- This session introduces you to the concept of Agreements and the Agreements Field within the context of Regenerative Organizational Practices, practices that make it that the actor ecosystem of the organizations thrives because it exist. We will explore how different types of agreements shape either regenerative or degenerative systems—and how to sense the quality of these agreements.

Reflection Prompt (Chat or verbal popcorn):

"When you hear the word *agreement*, what shows up in your mind? One word or image."

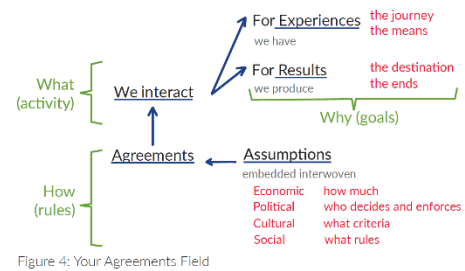
"What makes some agreements feel they *regenerate* your energy and others feel like the *degenerate* your energy?"

🕒 10-20 min | What *is* the Agreements Field?

Slide 2: Figure 4 – *Your Agreements Field*

* Framing Option A: Simple

"This is a map of what lies underneath any action or outcome. Beneath the *what* of work are agreements. Beneath those are assumptions—often unspoken and inherited. We are mapping the agreement structures."



* Framing Option B: Personal

"Think of a moment where a conversation felt productive—or tense. This figure invites you to ask: *What were the underlying assumptions?*"

🌀 Reflective Prompts:

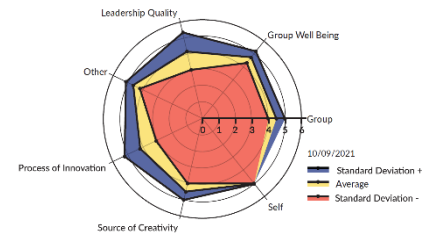
- "Where in your life have you experienced a misalignment between the stated goals and the actual interaction?"
 - "Which of these layers—Experiences, Results, Interactions, Agreements and Assumptions—do you most often *think* about in your work or school life? Which do you *ignore*?"
 - "Which layer do you think is hardest to change—and why?"
-

🕒 20-30 min | Seeing Agreement Health in Action

Slide 3: Figure 2 – *Agreements Health*

✳ Framing Option A: Diagnostic

"This is a health checkup of a system (ISC, free of use, Dutch students will use it). It asks the subjective experience of an individual in a social system. The closer to the center, the more extractive the agreement are at play. The outer ring indicates regenerative agreements."



✳ Framing Option B: System Change

"Which organization do you think is more capable of radical innovation: one close to the center or one near the edge?"

🌀 Reflective Prompts:

- "If your university, employer, or city had to plot itself on this diagram—where would it land? Why?"
 - "Where would *you* personally rate yourself in terms of how clear and aligned your agreements are with others?"
 - "In a crisis, which zone (inner vs. outer) do you think leads to more adaptive and regenerative responses?"
-

🕒 30-40 min | Unlocking Systemic Energy

Slide 4: Figure 5 – *3 Keys to Unlock Potential in Your Agreements Field*

✳️ Framing Option A: Energy Flow

"This figure is not just about people—it is about how energy and potential move in a system. Agreements either *unleash* or *block* that flow."

✳️ Framing Option B: Cost of Scarcity

"In many systems, people are not burned out or disengaged because they are lazy—they are stuck in broken agreement loops."

🌀 Reflective Prompts:

- "Where have you seen energy leak in an organization because of (implicit or explicit) agreements?"
 - "What helps move people from just showing up (available energy) to creating something meaningful (impact energy)?"
 - "In your experience, what is the cost of scarcity in human systems? What gets lost?"
-

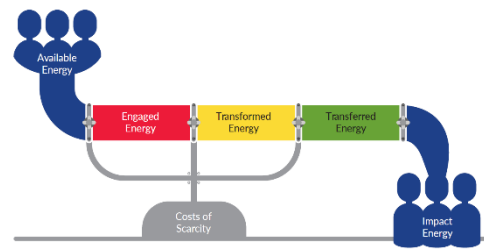


Figure 5: 3 Keys to Unlock Potential in Your Agreements Field

🕒 40-50 min | How Deep Change Happens

Slide 5: Figure 6 – *The O Process for Collaborative Alignment*

* Framing Option A: U to O

"This process shows how deep alignment begins with a shared purpose—not just intellect. We move from sensing to intention to action—and then back up to possibility."

* Framing Option B: Not Just Linear Change

"This is how real transformation happens—by engaging cognition, emotion, and will. It does not start with a plan. It starts with alignment."

🌀 Reflective Prompts:

- "Where have you experienced all three dimensions (thinking, feeling, willing) aligning?"
- "Where in this loop do most change projects you have seen get stuck?"
- "How might organizations shift from solving problems to *co-creating possibility*?"

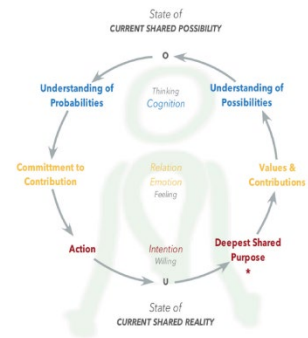



Figure 6: The O Process for Collaborative Alignment

 50–60 min | Wrap Up: Theory + Action, Inspiration + Assignment

Say (to all):

"You have just explored a theory of agreements—but it is more than that. It is a way of *seeing*. And once you have seen it, you cannot unsee it."

For German students (inspiration track):

"Use this lens to challenge what is possible in education, culture, or leadership. Systems change does not start with money—it starts with what we agree to."

For Dutch students (assignment track):

"You are now equipped to sense the quality of agreements in real businesses. You will use the card deck, conduct 30+ field conversations, and feed insights back into a live PhD research project."

 Final Individual Prompt:

"Which of these four figures spoke to you most—and what might it shift in how you work, study, or lead?"