

A scenic mountain landscape at dusk. In the foreground, a campfire burns brightly, casting a warm glow. To the left of the fire, a large pile of logs and branches is stacked on the grass. The background features rolling mountains and a valley with a river, all under a twilight sky. A dark, semi-transparent diagonal overlay covers the right side of the image, where the text is placed.

Tribal Circles

And how they can assist in our organizational challenges

Hello!

I'm Dan Valach

A strategic HR Consultant to leading and growing Hitech organizations. Specializes in how to grow companies in an healthy and scalable way.

Vast experience in the hi-tech industry, lead different HR Departments in Startups and Corporates, such as SimilarWeb and Aol.

Holds a BSc in Computer Science as well as an MBA from Tel Aviv University.





D.M. Calendar Blitz

Time	3:00	3:15
DWIGHT	3:00	1:07621
STEVE	3:00	12580
PAM	3:00	2578.76
MICHAEL	3:00	1210884
JIM	3:00	15471

CONFERENCE ROOM

MISSION STATEMENT

DAUNDER MIFFLIN

HAVE YOU EVER HAD ONE OF THOSE MEETINGS

I LOVE MEETINGS!



**MEETINGS ARE MY
FAVORITE!!!**

memes.com

Today's meetings

1. Leader Focused
2. Say things just to be heard
3. Stressful
4. Groupthink
5. Waste of time

**ONE DOES NOT ATTEND A STAFF
MEETING**



**ONE SURVIVES A STAFF
MEETING**

...gmemgenerator.net

What Are we missing?

1. Listening
2. Different Voices
3. The slower/quiet ones
4. Sense of Community
5. Engagement
6. Creativity

What Can We Do?

How can we do things differently?



WHEN PEOPLE START TALKING



IN THE SHARING CIRCLE

Circle

1. Facilitated not Lead
2. All voices are heard
3. Safe
4. Sense of togetherness
5. Listen rather than being heard



Types of circles

1. Sharing Circle
2. Big Mind
3. Focus Circle
4. Forum
5. Listening Circle

“

Power lies more in listening than in talking, in fact listening may be the key skill of the successful person”

—Gary Hendricks, Ph. D., *The corporate mystic*

WHEN YOU TALK TO ME



I AM ALL EARS

Listening Circle

1. Facilitated
2. Talking Object
3. Everybody shares about the subject
4. No immediate feedback
5. Talk to the heart of the subject, REALLY
Listen and be precise

Let's Try It Out



A scenic mountain landscape at dusk. In the foreground, a campfire with bright orange and yellow flames burns in a circle of stones. To the left of the fire, a large pile of logs and branches is stacked on the grass. The background shows rolling green mountains under a blue and purple twilight sky. A dark diagonal shape is overlaid on the right side of the image, containing the text.

THANKS!

Does anyone have any questions?

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