

HSP Men's Group

Meeting Reformat Discussion

HSP Men's Group Meeting Reformat

- ▶ Why Reformat?
 - ▶ Dwindling attendance
 - ▶ Lack of consistency in format and attendees
 - ▶ Was not meeting the needs of group members
 - ▶ Was not facilitating the intimate connection members wanted (safety and security concerns)
 - ▶ Lack of focus

HSP Men's Group

- ▶ Proposed improvements:
 - ▶ Creating smaller closed groups (Pods)
 - ▶ Groups would have more autonomy
 - ▶ More structure for meetings
 - ▶ Shorter duration for meetings - 60 minutes
 - ▶ Emphasis on commitment for consistency, intimacy, safety and security
 - ▶ Open, large group meeting will continue but will meet less often

Guiding Principles

- ▶ Security and Safety for members
- ▶ Consistency
- ▶ Commitment
- ▶ Engagement
- ▶ Reminder these meetings are not Group Therapy
- ▶ Boundaries, you are responsible for your boundaries and reactions
- ▶ Self-directed, self-led, autonomous

Open, Big Tent Meeting

- ▶ Will be used for orientation of new members
- ▶ At various times, we may have speakers or videos
- ▶ Meetings will be likely once per quarter
- ▶ All may attend these meetings even if you are in a POD
- ▶ Duration of meeting will be 60 minutes

How We Are Forming Pod Membership

- ▶ Survey of members on interest areas, time zones, and commitment
- ▶ Once results are in, groups will be formed based on survey results
- ▶ Those who opt out of the pod membership, will still be able to attend the open meetings
- ▶ Each pod group will elect a facilitator, who will open the meetings
- ▶ Each pod will develop their group rules, based on guiding principles, try to use KISS method and keep them simple
- ▶ Each pod will determine how often they meet. To begin, once per month should be adequate, with no longer than every two months. This can be adjusted as time goes on.
- ▶ Pod commitments will be for six months, then you can re-enroll for the pod, ask to transfer to another pod or take a break
- ▶ First formative meeting will be in Big Group format, and we will break into pods via breakout rooms and take care of the necessary duties to start the pod
- ▶ After the initial meeting, Pods will meet on their own schedule

Pod responsibilities

- ▶ Each POD will determine:
 - ▶ When and how often they meet
 - ▶ Determine any ceremonies or opening rituals
 - ▶ Designate a facilitator and backup for their group
 - ▶ Develop group member rules
 - ▶ Confidentiality requirements
 - ▶ Attendance requirements
 - ▶ Themes of the meetings (i.e., problem solving, HSP in the World stuff, HSP Leadership, open discussion, etc.)
 - ▶ New membership rules or petition for more members
 - ▶ Observe and practice safe and secure meetings
 - ▶ Disruptive members or members not observing protocols of respect, can and will be removed from POD
 - ▶ Pods will be self-led and largely autonomous
 - ▶ As time goes on, we may explore the idea of core topics/ideas that Pods can utilize for discussion items

Pod Member Responsibilities

- ▶ If you opt for the closed POD meetings, commit to make the meetings
- ▶ If you are not able to make the meeting, notify by email the facilitator and the group members ahead of the meeting
- ▶ Practice kindness, authenticity, openness and empathy in the meeting
- ▶ Respect everyone in the meeting
- ▶ Since this is **not** *group therapy*, take advice for what it is
- ▶ If you need therapy, please find a therapist and do your work
- ▶ Keep all meeting discussions confidential
- ▶ Be on time and be ready for meeting (equipment, online connection, minimize distractions)
- ▶ As HSPs we respect the right to process, but be prepared to participate
- ▶ While we can focus on specific, personal items, please keep a generic quality so that all can participate in the conversation

The HSP Men's Group Structure

Pod # 1

Pod # 2

Pod # 3

Pod # 4

Pod # 5

Big Open Group

Closed group
6-9 men
Self-led

Open group
12-15 men
Facilitated
Primarily for new members

Timeline 2024

- ▶ Survey distributed January 2024
- ▶ Next Big Tent Meeting: End of January 2024
- ▶ February 2024 - Big Tent Meeting with first POD Meetings
- ▶ March 2024 - PODs go into effect



Questions?