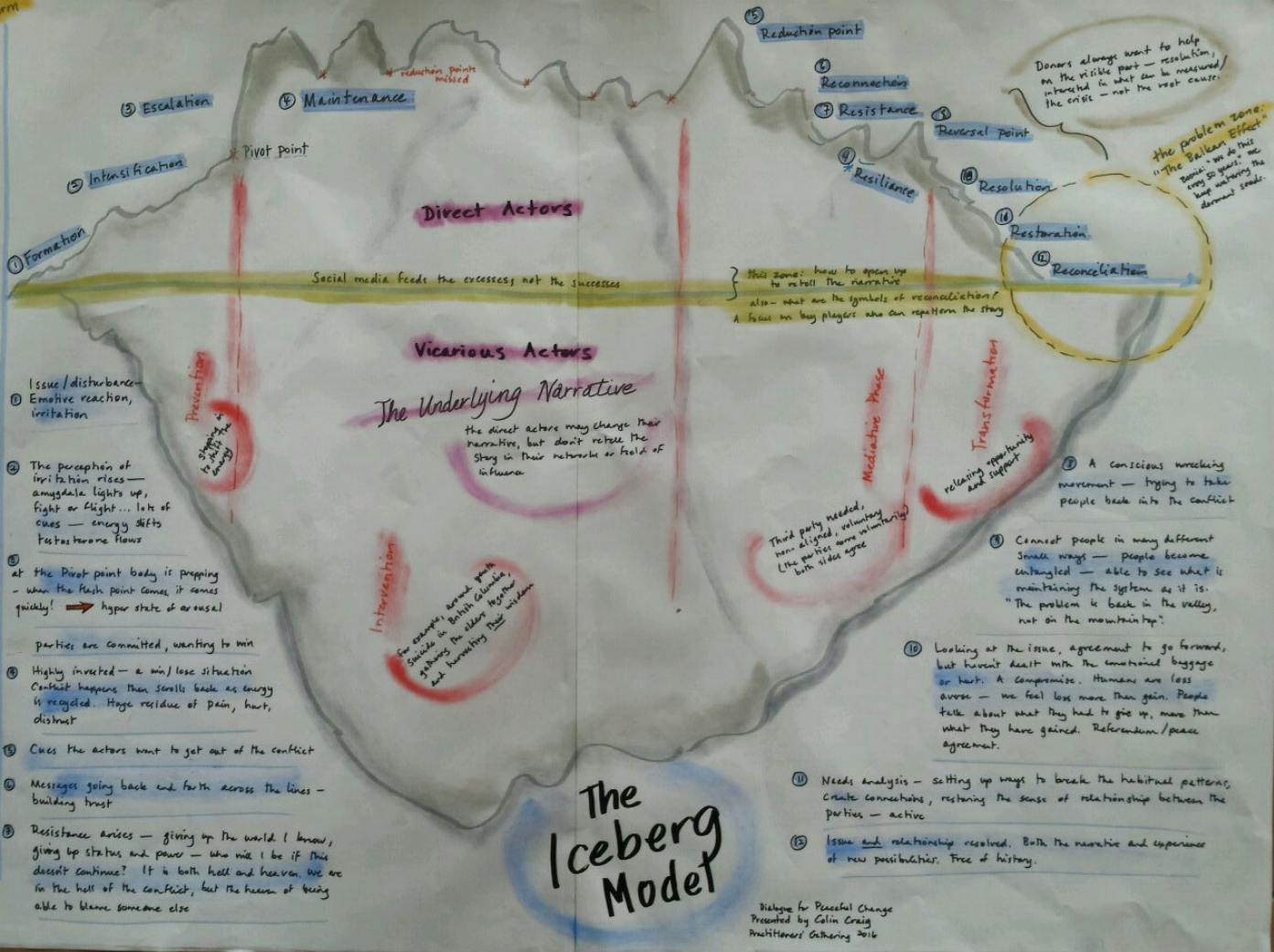


Harm

Time

The biggest part of the iceberg



Escalation

Maintenance

Intensification

Formation

Direct Actors

Social media feeds the excesses, not the successes

Vicarious Actors

The Underlying Narrative

the direct actors may change their narrative, but don't retell the story in their network or field of influence

Reduction point

Reconnection

Resistance

Resilience

Reversal point

Resolution

Restoration

Reconciliation

Donors always want to help on the visible part - resolution, interested in what can be measured/ the crisis - not the root cause.

The problem zone: "The Balkan Effect" - we do this every 50 years, we keep rehashing the demand sheet.

This zone: how to open up to retell the narrative also - what are the symbols of reconciliation? A focus on key players who can re-pattern the story

Prevention
to stop things from getting worse

Third party needed, non-aligned, voluntary (the parties agree voluntarily both sides agree)

Intervention
for example: armed path, suicide in British Columbia, and humiliating their system

Transformation
relaxing opportunity and support

A conscious wrecking movement - trying to take people back into the conflict

Connect people in many different small ways - people become entangled - able to see what is maintaining the system as it is. "The problem is back in the valley, not on the mountain top."

Looking at the issue, agreement to go forward, but haven't dealt with the emotional baggage or hurt. A compromise. Humans are less aversive - we feel loss more than gain. People talk about what they had to give up, more than what they have gained. Referendum/peace agreement.

Needs analysis - setting up ways to break the habitual patterns, create connections, restoring the sense of relationship between the parties - active

Issue and relationship resolved. Both the narrative and experience of new possibilities. Free of history.

The Iceberg Model

Dialogue for Peaceful Change
Presented by Colin Craig
Practitioners Gathering 2016

Issue/disturbance - Emotive reaction, irritation

The perception of irritation rises - amygdala lights up, fight or flight... lot of cues - energy shifts Testosterone flows

at the Pivot point body is prepping - when the flash point comes it comes quickly! -> hyper state of arousal

parties are committed, wanting to win

Highly invested - a win/lose situation Conflict happens then scrolls back as energy is recycled. Huge residue of pain, hurt, distrust

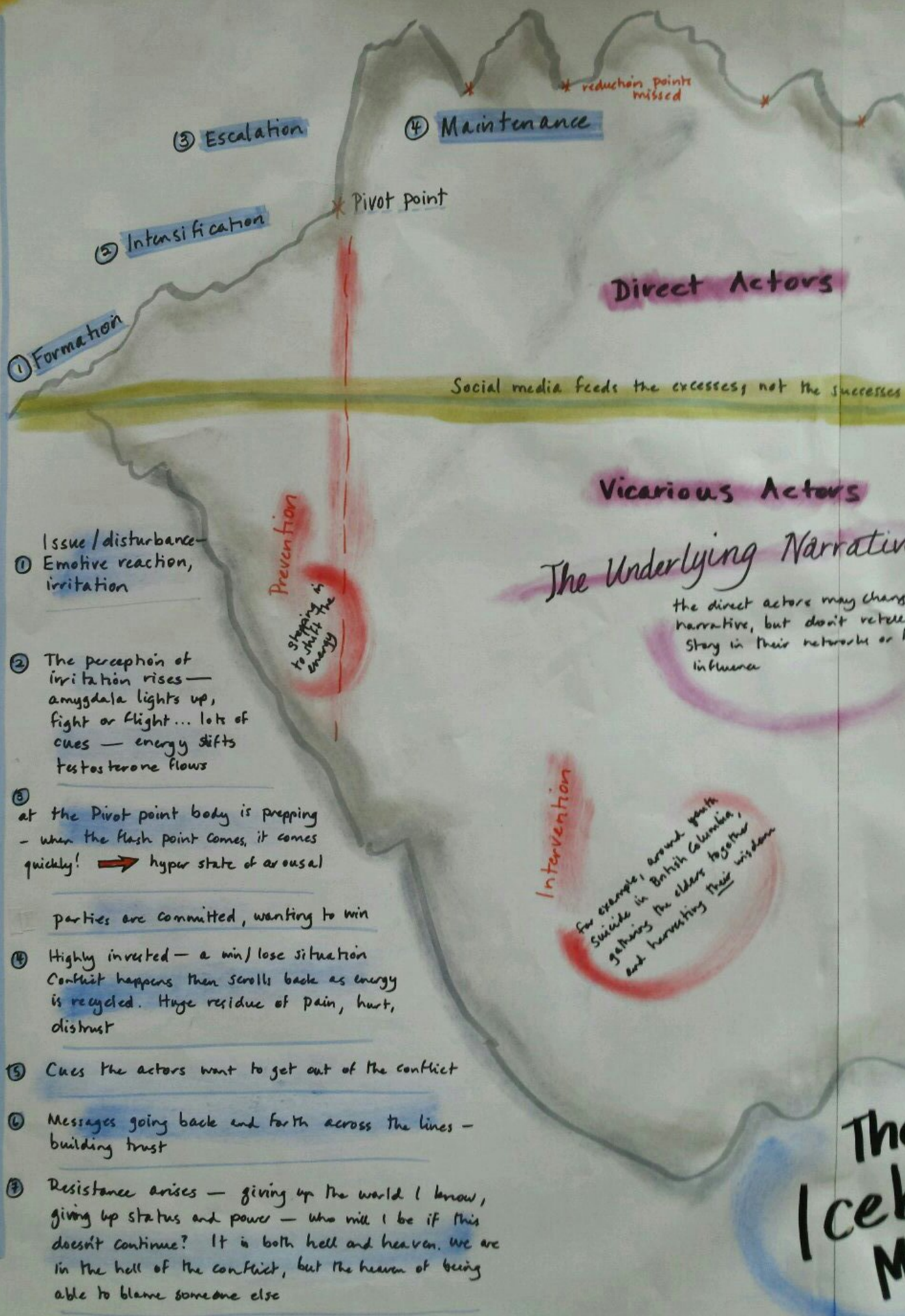
Cues the actors want to get out of the conflict

Messages going back and forth across the lines - building trust

Resistance arises - giving up the world I know, giving up status and power - who will I be if this doesn't continue? It is both hell and heaven. We are in the hell of the conflict, but the heaven of being able to blame someone else

Harm

Time



- ① Formation
- ② Intensification
- ③ Escalation
- ④ Maintenance

Pivot point

Direct Actors

Social media feeds the excesses, not the successes

Vicarious Actors

The Underlying Narrative

the direct actors may change narrative, but don't release story in their networks or influence

Prevention
stopping is energy

Intervention

for example, around youth suicide in British Columbia, gathering the elders together and harvesting their wisdom

- ① Issue / disturbance - Emotive reaction, irritation
- ② The perception of irritation rises — amygdala lights up, fight or flight... lots of cues — energy shifts testosterone flows
- ③ at the Pivot point body is prepping - when the flash point comes, it comes quickly! → hyper state of arousal
- parties are committed, wanting to win
- ④ Highly invested — a win/lose situation Conflict happens then scrolls back as energy is recycled. Huge residue of pain, hurt, distrust
- ⑤ Cues the actors want to get out of the conflict
- ⑥ Messages going back and forth across the lines — building trust
- ⑦ Resistance arises — giving up the world I know, giving up status and power — who will I be if this doesn't continue? It is both hell and heaven. We are in the hell of the conflict, but the heaven of being able to blame someone else

the biggest part of the iceberg

The Iceberg M

Direct Actors

excesses, not the successes

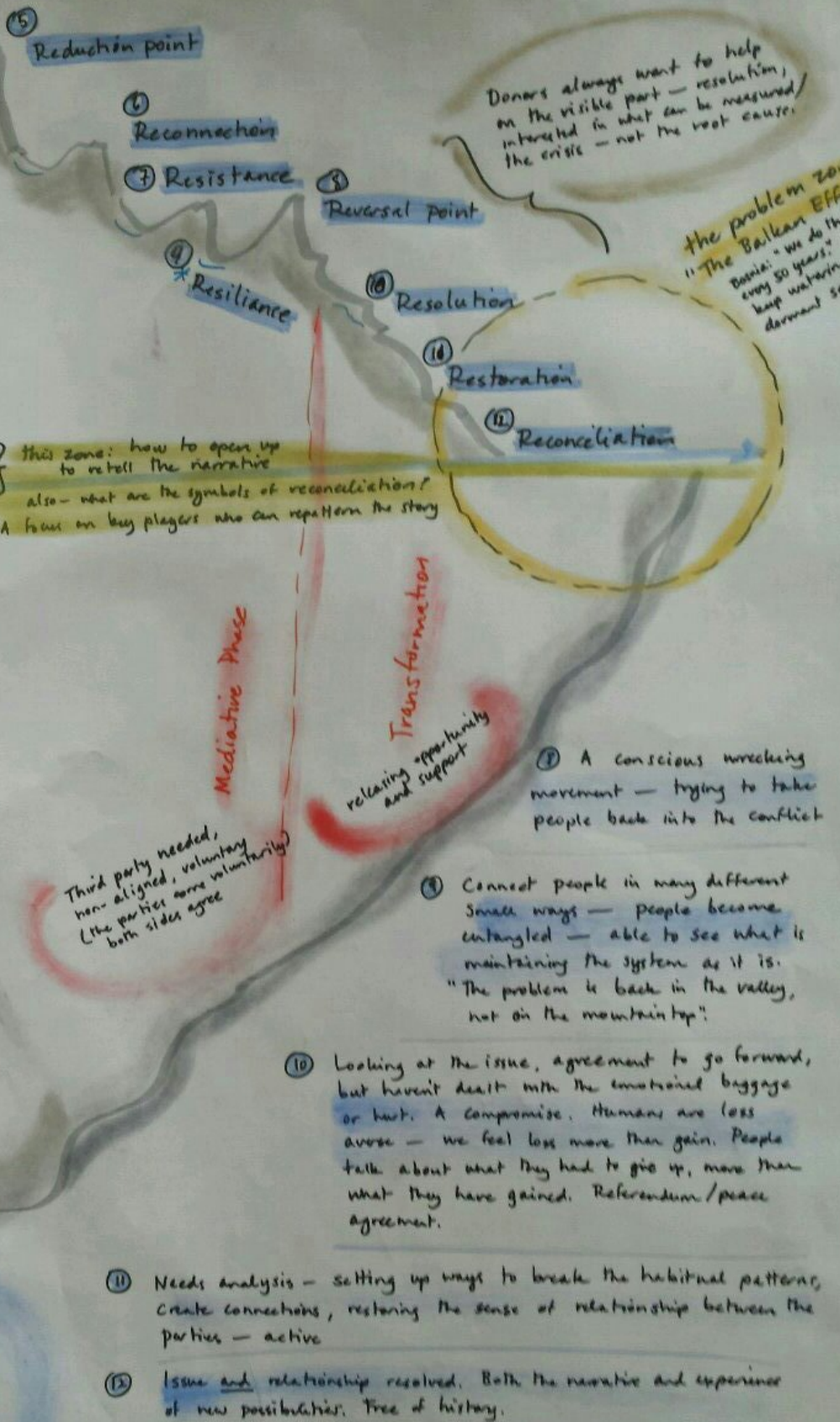
Indirect Actors

Underlying Narrative

The direct actors may change their narrative, but don't retell the story in their networks or field of influence

around youth
British Columbia,
the elders together
harvesting their wisdom

The Iceberg Model



this zone: how to open up to retell the narrative
also - what are the symbols of reconciliation?
A focus on key players who can re-pattern the story

Donors always want to help on the visible part - resolution, interested in what can be measured/ the crisis - not the root cause.

the problem zone
The Balkan Effect
Bosnia: "we do this every 50 years," we keep watering the dormant seeds

Third party needed, non-aligned, voluntary (the parties come voluntarily) both sides agree

Mediative Phase

Transformation

releasing opportunity and support

9 A conscious wrecking movement - trying to take people back into the conflict

9 Connect people in many different small ways - people become entangled - able to see what is maintaining the system as it is. "The problem is back in the valley, not on the mountain top".

10 Looking at the issue, agreement to go forward, but haven't dealt with the emotional baggage or hurt. A compromise. Humans are loss averse - we feel loss more than gain. People talk about what they had to give up, more than what they have gained. Referendum/peace agreement.

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