

## THE THREE RULES

**Confidentiality:** Nothing, no one, never. What is shared in forum stays in forum. No exceptions -- not with spouses, friends, or colleagues.

**The 5%:** Forum is for the things you haven't said out loud anywhere else. The fear you haven't named. The question without a clean answer.

**Experience, not advice:** Share what you did, not what someone else should do. First person. Past tense. "When I faced something similar, I felt..."

## MEETING FLOW

### Opening (~15 min)

Welcome, confidentiality reminder, communication starter (1 min/person to arrive and shift gears)

### Updates (~5 min each)

Business, personal, family. Not a status report -- the moment you decide how much of yourself to bring

### Presentation (~60-75 min)

One member presents uninterrupted (15-20 min). Brief Q&A.; Three minutes of silence. Then experience sharing from each member

### Closing (~10 min)

Presenter reflects. One-word close from each member. Word should be about what's inside you

## PREPARE FOR YOUR UPDATE

- Across business, personal, and family: what's actually happening?
- Best, worst, what you dread, what you anticipate
- Which core emotion is most alive: mad, sad, scared, glad?
- What are you tempted to leave out? That's often the thing worth saying

## ROLES AT A GLANCE

**Moderator** — Holds the structure. Prepares agenda, guides transitions, reads the room. Elected, one-year term.

**Presenter** — Brings a challenge for experience sharing. Prepares with the coach beforehand.

**Coach** — Helps presenter prepare. Leads communication starter. Usually last month's presenter.

**Timer** — Keeps meeting on track. Signals when time is up. Moderator decides whether to extend.

**Language Observer** — Notices when advice creeps in. Gentle redirect to experience sharing.

**Scribe** — Takes notes during experience sharing. Gives them to the presenter afterward.

**Member** — Everyone, always. Show up prepared. Maintain confidentiality. Own your experience.

## EXPERIENCE SHARING PROTOCOL

- **Say:** "When I went through something similar, I felt..."
- **Say:** "In my experience with this, what happened was..."
- **Don't say:** "You should..." or "Have you considered..."
- **Don't say:** "If I were you..." or "What about trying..."
- **Questions:** "What would it mean for you if...?" opens territory. "Have you thought about...?" is advice in disguise.

## YEAR ONE ARC

**Meetings 1-2:** Learning the rhythm. Finding your voice in updates. Watching how others show up. This will feel a little awkward. That's normal.

**Meetings 3-4:** The group starts to gel. Someone goes deeper than expected. The format starts to feel less stiff and more like a container that holds something real.

**Meetings 5-8:** Trust compounds. Presentations get more personal. Experience sharing starts to feel natural. The group develops its own personality.

**Meetings 9-12:** Constitution review. Planning the annual retreat. Reflecting on what the group has become vs. where it started.

*"The people who get the most from forum are the ones who decide early to invest fully -- prepared updates, real presentations, honest experience sharing, consistent attendance."*