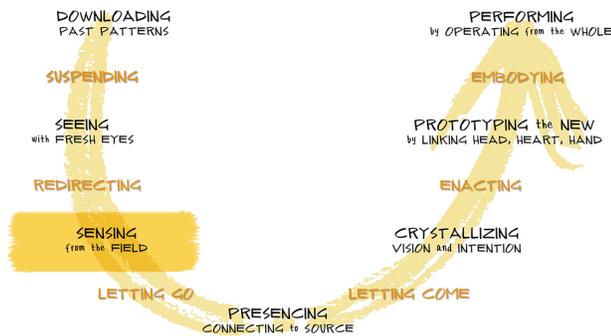


# 3D MAPPING



## OVERVIEW

3D Mapping is a tool we use to bring multiple dimensions and perspectives to seeing and understanding the elements of the system *together* (co-sensing). In the context of Theory U, we can use this tool at any phase to create visual displays that share projects and engage potential stakeholders. During this mapping process, the entire team will create one—or several, depending on groups size—3D model(s) of the current reality and of the future that you are trying to create.

## PROCESS

### SET UP

#### People & Place

3D Mapping is a physical exercise and must be done in-person. Teams ideally consist of 5-8 people.

#### Time

Allow 2 hours for the process and debrief, in addition to the procurement of materials and set-up.

#### Supplies

See 3D Mapping Workshop Materials PDF

#### Roles

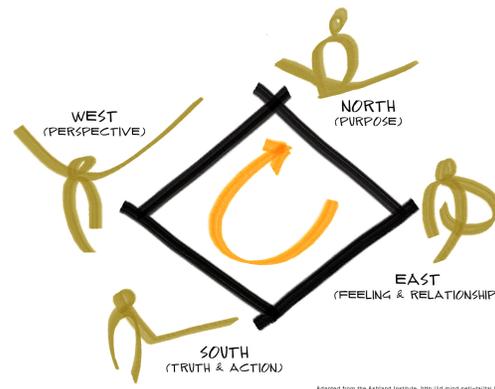
- One Facilitator/Scribe from the core team
- 5-8 people max per-group as 3D Modelers (including facilitator). Multiple groups of 5-8 can do 3D modeling at the same time.

## SEQUENCE

### Part I: Map Current Reality

As a team, form a model that represents the current state of the system you are trying to change. Each object in the model will represent a different element, quality (inner or outer) or stakeholder of the system.

- As you place an object onto the table, share with the other team members what the object represents. Do this one person at a time to get into a co-creative flow as the process unfolds.
- Include: inner and outer realities, internal and external stakeholders, and your own roles.
- Create your model in about 25-30 min.



### Part II: Reflect from 4 Different Directions

As a team, walk around the your model to reflect on it from four directions, each of which invites participants to step into a different archetypal perspective:

- **East = Lover** (Feeling & Relationships)
- **South = Warrior** (Truth & Action)
- **West = Magician** (Perspective)
- **North = Sovereign** (Purpose)

The facilitator/scribe reads aloud the following questions and captures key data points on a flipchart for the group.

## EAST

When you look at your model from the viewpoint of the *Lover*, the place of **feeling and relationship**, take a moment to sit with all your senses and your open heart. Pause, close your eyes, and consider:

- What do you love in this picture? What about it ignites your best energies?
- What other emotions arise? If this emotion could talk, what would it say?
- What are the essential relationships (connections or separations) between the parts - and what feelings do these generate?

## SOUTH

Now look at your model from the viewpoint of the *Warrior*, from the viewpoint of **truth and action**:

- What are the key conflicts and hard truths that you have to face in order to move forward?
- Where do the different sources of power lie in this system?

## WEST

Now look at this model from the viewpoint of the *Magician*, stepping back with **perspective**:

- What are the most important barriers or bottlenecks that, if removed, could help the current system to evolve?

## NORTH

Now look at this model from the viewpoint of the *Sovereign*, with **purpose**:

- What is ending in this situation [wanting to die], and
- What is seeking to emerge [wanting to be born]?
- What do you feel is the highest future potential that is being called for in this situation?

### ***Part III: Map Your Emerging Future***

As a team, based on everything you just heard, now change the model so that it better represents the emerging future you want to bring into the world.

Begin with a moment of intentional stillness. For a minute or two, just gaze at the model in light of this question: *What highest future possibility is trying to manifest / is trying to be born?*

Then, after a couple of minutes, silently move into a collaborative process of modifying the model so that it better represents the future that you want to co-shape.

### **Part IV: Harvest and Capture Key Insights** (a scribe can capture the essential points on the flipchart)

#### **Step 1: Reflect on the result.**

- What are the most important structural differences between model 1 and 2?

#### **Step 2: Reflect on the process.**

- What were the most important changes that transformed model 1 into model 2? What key intervention shifted the old structure (model 1) into the new (model 2)?
- What did you do first? What was the first significant change that you undertook as a team?

#### **Step 3: Leverage points.**

- What in your view might be the most important leverage points that, if you were to focus on them as a team, could help you to move the old model/system to the new? It may be helpful to refer back to the Iceberg Model (from *Leading From the Emerging Future*) that distinguishes between symptoms, structures, paradigms of thought and source.

#### **Step 4: Gallery walk (if your group does not have multiple teams, skip this step).**

If you have several tables, take a gallery walk and give each team 5 minutes to share:

- What they came up with
- What they learned in their transition from model 1 to model 2
- Also give time for the team to receive some reactions and questions from the rest of the team.

#### **Step 5: Circle conversation.**

Now reconvene in a circle with the whole group. Begin with sharing a few observations on what you noticed across team presentations, and what it might mean for potential leverage point that should be explored in possible prototyping initiatives.

### **Part V: Action Planning**

#### **Step 6: Next Steps**

Conclude the workshop by planning practical next steps over the next few weeks, using these tools (see the February Co-Sensing Methods):

- **Stakeholder Interviews.** Who are additional people/stakeholders we need to reach out to? Who from our team will take initiative on this?
- **Learning Journeys.** What are the places of most potential that we should connect with in order to learn and generate possibilities? Who from our team will take initiative on this?

End the half-day workshop by agreeing on how to stay connected and self-organize as a team:

- Meet weekly or bi-weekly or monthly?
- Who takes on what kind of roles for the time being?
- Optional: close the meeting with a one word checkout (each person one word).

*This tool is adapted from the Symbols Process by the Ashland Institute, [www.ashlandinstitute.org](http://www.ashlandinstitute.org).*