FORWARD STANCE

is a mind-body approach to movement building. A mind-body approach utilizes the physical experience to develop, explore, and demonstrate human actions.

By developing a physical and conceptual understanding of basic Forward Stance principles, organizations and allies can literally shift the way in which we move in the world.

Forward Stance emphasizes proactive, strategic action that draws from sustainable energy in a constantly changing environment.

Forward Stance is a movement building adaptation of the 60/40 Stance™ - a technology and curriculum developed by the IZS-Applied Zen program of the Institute of Zen Studies. It was first used for and by the organization now known as Forward Together and their Strong Families initiative.
FORWARD STANCE
4 FOUNDATIONAL ELEMENTS

- **Stance** – forward facing, directionally balanced stance
- **Energy** – strong, rising, restorative
- **Rhythm** – sustainable, momentum
- **Awareness** – broad, objective
POWER IN *FORWARD STANCE*

**Foundational perspective:**

- Everyone has power.
- Power can be developed.
- If we can’t tap in to “it”, we can’t use “it”.
- Power can be used as a force for “good” and as a force for “bad”.
- Great change requires a healthy relationship with power.
- Great change requires power with core strength and directionality.
Build strength from the inside out

The core is solid, stable, growing

“Growth” in core strength means depth

If there is no movement, the core will shrink

Breathing is essential!

Focused concentration

If diversity does not define you, it will divide you

Developed by Norma Wong

MOVE TO END VIOLENCE
a program of the NoVo Foundation
While change is constant, we resist change. 10% change is the usual goal. Change is an incremental strategy.
CHANGE METHODOLOGY

1. Start with purpose – why are you seeking this change?

2. Identify the change you are seeking

3. Seek buy-in for the change; identify champion; identify team

4. Develop a strategic plan, including a transition plan

5. Start with where you are and what you have, and build, change, or “cut”

6. Seek early adapters to experiment and/or pilot

7. Integrate changes across the program/organization
TRANSFORMATION

Transformation happens when people are ready for it.

Transformative change occurs in leaps and bounds.

Transformation is a radical strategy.

Developed by Norma Wong
TRANSFORMATION METHODOLOGY

1. Start with purpose – why are you seeking this transformation?

2. Why are you choosing transformation rather than change?

3. What is your appetite for transformation?

4. What is the transformative change that you are seeking?

5. Who/what do you need to be? Work on it!

6. Starting from that clear and vivid purpose, plot a trajectory ‘backwards’ to the current reality

7. Seek critical mass with the willing

8. Develop a strategic path

9. Experiment across the purpose horizon – not a linear path

10. Keep transformative streams in play while best practices are integrated into existing structures
A PRAYER OF APPROACH
by Susan Wright

I honour your gods
I drink at your well
I bring an undefended heart to our meeting place.

I have no cherished outcomes
I will not negotiate by withholding
I am not subject to disappointment.