



Republikken Escape Room

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During the 1st Corona related lockdown in Denmark in spring 2020, we sensed an anxious vibe from our members. The future was unsure because of the uncertainty of the situation. We needed to contain that by meeting our members with a new mindset and tools! Escape Room is a space for sharing frustrations and worries that creates connectedness, hope and scoping strategies.

The purpose of the Escape Room is to begin conversations that will help your members to get a better understand of their situation and the opportunity to act accordingly.

Learn how to facilitate these conversations by a handful designed, selected questions and concrete facilitation tricks.



How to use this guide

The purpose of this guide, is to give you, as a facilitator, a toolbox to drive Escape Room meetings.

For a start you get a script that shows how to facilitate the first meeting.

You'll find the overall goal for the meeting, frame and expectations to set the scene for the series of meetings.

The following pages are tricks and tools to unlock the conversation.

We also unfold the optimal mindset and methodology that will guide you in your role during the sessions.

At last we present an investigation model to give you a strategy on how to support the member getting a better understanding of their situation.

We hope this package will help you help others.

Kamille Thoregaard / Ivan Lopez Garrido

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The planning

The planning was pretty easy - we invited our members to participate virtually. The meeting description was a framing of the overall purpose and a description of the process.

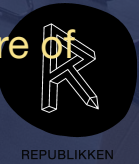
It was definitely not for all our members to participate but we had 5- 6 groups during a period of 5 month. We set up the first meeting and most of the groups agreed on meeting every 2. week.

It was a fixed group and we needed that the members committed themselves to be able to create value and meaning. That social contract was important for us to make.

Different themes occurred during our meetings and we often revisited situations, feelings and themes from previous meetings but it was always a matter of intuition and asking the members if it was important or not to revisit certain things.

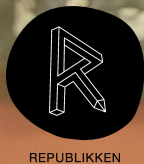
Therefore our invitation was always only a matter of connecting to the overall purpose- not specific themes.

Least but not last it was important that it was the ambition and needs of the group that decided the frequency of the meetings and also the closure of the meeting sessions.



1st meeting Starting up

Program	Proces	Practicalize
Welcome	<p>Goal: To create a room for sharing thoughts and feelings in difficult situations</p> <p>This gives possibility to: to learn and mirror each other to get new insights and perspectives that help develop coping/handling strategies</p> <p>Frame: A confidential conversation with no judgements and the value of being honest, fragile and supportive</p> <p>Expectations: Ask and listen to the expectations of the group members (correct if they have expectations that differs from the goal and frames)</p> <p>Time: Agree about the timeframe (minimum 40 minutes)</p>	<p>A fixed group of 5 members</p> <p>Agree on the time interval (2 - 4 weeks)</p>
Conversation	<p>Starting question: (ex) What is on your mind at the moment?</p> <p>Investigation: (ex) Tell a little more about xx</p> <p>Get inspiration on slide Questions & Tools and keep the role of the facilitator in mind on slide Conversation skills & techniques</p>	<p>Make sure that everybody is heard</p> <p>It is a conversation and therefore encourage the group members to ask questions and share experience</p>
Closer	<p>What do you take with you from this conversation</p> <p>Next meeting ...</p>	



Following meetings

Program	Proces	Practicalize
Welcome	<p>Goal: To create a room for sharing thoughts and feelings in difficult situations</p> <p>Who is with us today: Say hello and create trust by being positive and smiley</p> <p>Remember the frames and rules from the 1st meeting Revisit if necessary</p>	
Conversation	<p>Starting question: What happened since we met last time</p> <p>You may revisit specific situations that was shared at the first meeting</p> <p>Let the conversation float and investigate specific feelings, thoughts and experiences</p> <p>Get inspiration on slide Questions & Tools and keep the role of the facilitator in mind on slide Conversation skills & techniques</p> <p>Use the investigation model to keep searching for insights</p>	<p>Secure that everybody is heard</p> <p>It is a conversation and therefore encourage the group members to ask questions and share experience</p>
Closer	<p>What do you take with you from this conversation</p> <p>Next meeting ...</p>	<p>Take notes for the next meeting to investigate further</p>





Questions & Tools

Questions to start the conversation:

- What is on your mind...?
- What struggles are obtaining you just now...?
- Last time we talked about...?
- What is the situation now?
- What feeling are you check-in with – why?


Questions to support and investigate:

- Tell more about...?
- What does this situation do to you...?
- What thoughts pops up when...?
- What have you done since last meeting...?
- What are your reflections on your situation?
- What would your friend/colleague say?
- How would your friend/colleague describe the situation?
- What insights does this give you?

Question to close the conversation:

- What do you take from this conversation?
- Where are you now with your situation?
- What do you want to do now?
- What inspired/triggered you during this conversation?





Conversation skills & techniques

Focus areas of the facilitator

The Mindset

- Be curious and don't have exact goals
- Don't judge and don't feel sorry for the member
- Stop the wish to fix things

The Methodology

- Meet the members from their standpoint
- Try find new unknown areas that you can investigate with the member
- Try to get the member get new perspectives on their own situation
- Offer hypotheses - let go if they don't resonate
- Ask open questions
- Share what you hear - let the member listen and either correct you or feel understood
- Ask if the others have similar feelings, recognise the situation
- Create a room for mirroring by inviting the other members to reflect on the situation

The only rule for the group

It is important to stop members who are focused on performing or have the urge to deliver answers and be smart on behalf on other. It is not a help

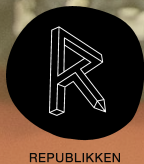


Investigation Model



The investigation model is a method that helps you investigate how frustration and anxiety affects the member. Instead of fixing or giving good advice, it is more helpful to ask questions which are linked to the 4 bubbles. The member gets possibility to speak and sense, and in that process get in contact with new insight.

The model is also a useful tool to investigate other mental states - try to shift the theme in the middle and start the investigation.



Our experiences

We have learned that creating an open room that is not focused on a planned theme gives room for our members to connect with their inner thoughts. Mirror each other and crystalize new insights that are important to address as an entrepreneur to get more resilient. Difficult times are an integrated part of being self employed.

At the moment we are not facilitating the rooms but we will use the tool and mindset in our learning groups when we activate our learning groups in August. Anxiety is a well known feeling as an entrepreneur and we assume that creating a room where this vulnerability is welcome will be of value.

With the existing culture we are able to create an open check-in round where feelings will rise and the members are able to handle and investigate it together.

It will be an ongoing work to nurture this culture and competence both for our employees and members- it will be part of our general community strategi within:

- Member weaving
- Member onboarding
- Learning groups
- Social contract
- Community facilitation





Please reach out to us if you have questions about the Escape Room meeting series. We would love to hear and learn more from your feedback and experiences.

All the best

Kamille and Ivan