

# Context Setting

## For A Group That Doesn't Feel Safe

Here is a typical “speech” I might make to a group at the beginning of the session:

*Good morning everyone,*

*It's a pleasure and an honor to be with your group. I've talked with a few of you beforehand and I know this is a challenging time for you. I want to take a moment to just acknowledge that.*

*We have designed an agenda and pacing that will allow us to go slowly at first, to really unpack what has been happening that has led to this challenging moment in your history. It will be important that we create the right conditions together to allow honesty, to avoid blaming, and to ensure that you can see the possibility of moving forward to a more positive, productive future.*

*Let me share our proposed agenda and aims for the day. We sent this in advance but I want to see and hear what your reactions to them as we read them out loud together. We want to ensure that we are still clear that this is the best possible agenda for today.*

*Finally, I want to acknowledge your courage in showing up today. We will invite all perspectives to be heard, honored and examined. If there is anything that we do today that does not feel helpful to you, please share that with us and the group and we will adjust.*

*We've also got some proposed group guidelines to ensure that we create some safety around how we behave and communicate together today. I'll give you some time in a little while to review those and adjust or add to those as needed.*

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