



INTRODUCING

Patrycja Slawuta

SelfHackathon and Unlab

SESSION 2: DANGEROUS
DISCUSSIONS



Dangerous Discussions

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agenda

1. **WHO** are we?
2. **WHY** are (dangerous) discussions important?
3. **WHAT** does research & practice say?
4. **HOW** do we practice the art of connecting?



House Rules

- 
- 1 - Four walls policy
 - 2 - Open mind & heart
 - 3 - Discuss & lean in
 - 4 - focus on & be YOU

Patrycja Slawuta

Psychologist



Behavioral Scientist



CommonwealthBank



Mindhacker



Inc.

Forbes

CNN Money

The Observer

THE AUSTRALIAN 

TED^x Melbourne
x = independently organized TED event



Chief Learning Officer

Core:

Questions



Conversations



Relationships



Upgrading C:OS =
software that underlies
behaviours & dynamics

Learning Family

Jay Hughes + Matt Wesley

capacity to adapt
wealth as wellbeing
success = flourishing

future-proofing families

Research

A study of 100 international families that have successfully transitioned a family enterprise of over \$100 million over 100 years or more have a consistent thread:

all of these families decided, quite consciously, in the 2nd or 3rd generation, to move from focusing on building a great business and instead focus on **building a great family**

G1 galvanises the business
G2 & G3 activate the family

by:

- communication
- collaboration
- co-creating legacy

why?

A photograph of two children standing inside large, wireframe globes. The children are silhouetted against a bright sunset sky. The globes are made of a complex network of intersecting lines, creating a cage-like structure. The children are facing each other, with their hands near the center where the sun is setting. The overall mood is contemplative and symbolic.

*It's not just that we have difficult conversations in our most important relationships.
It's that those conversations are the relationships...*

from book: Difficult Conversations

hello you

What made you smile today?

What do you hope to get out of this session?

What's a conversation you'd like to have (but are hesitant to)?

* bonus for brave ones

Framework:

Connection = most transformative power in the world

Quality of relationships = quality of our lives

Better questions = better conversations

Practice = perfect

A close-up, low-angle shot of a person's legs and feet. They are wearing grey shorts, white socks, and white sneakers with yellow laces. Their hands are focused on tying the laces of the left shoe. To their left, a large, white, crumpled tote bag sits on the dark grey cobblestone pavement. The background is a blurred street scene with other pedestrians, suggesting an outdoor, urban environment. The lighting is soft and warm, possibly from the late afternoon sun.

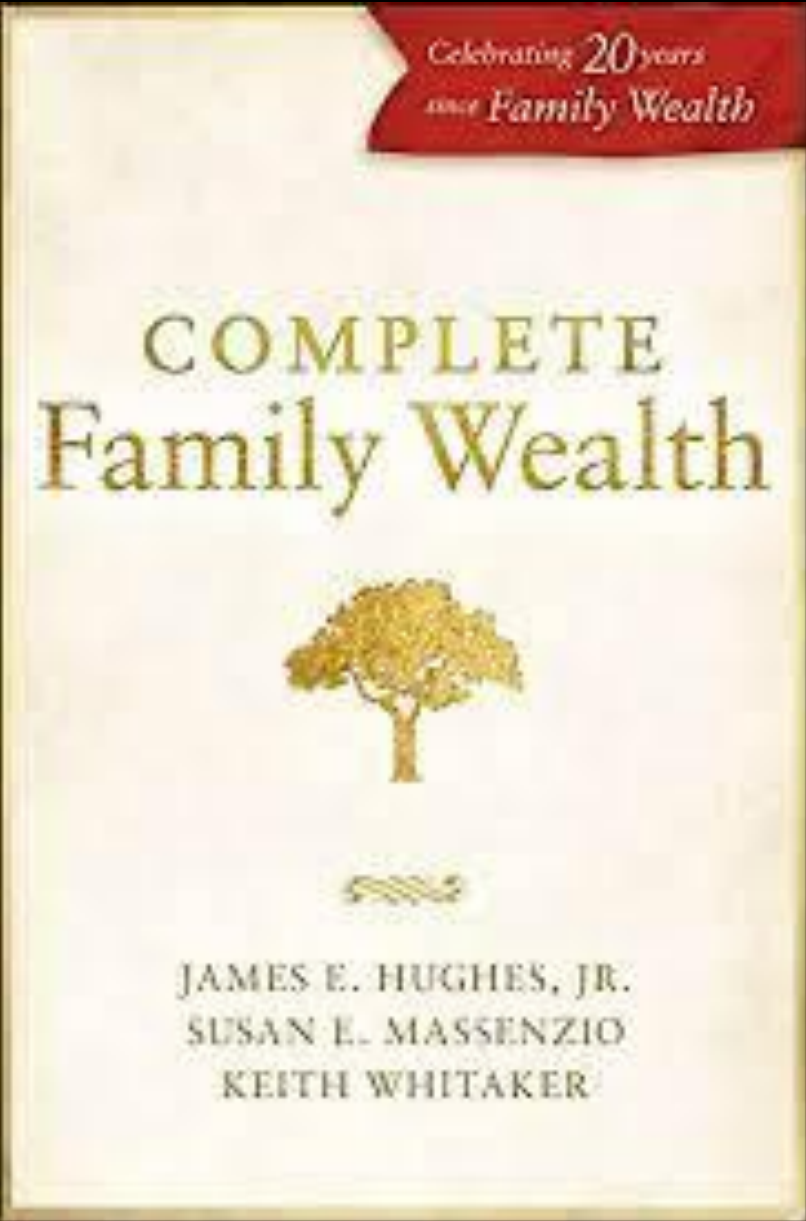
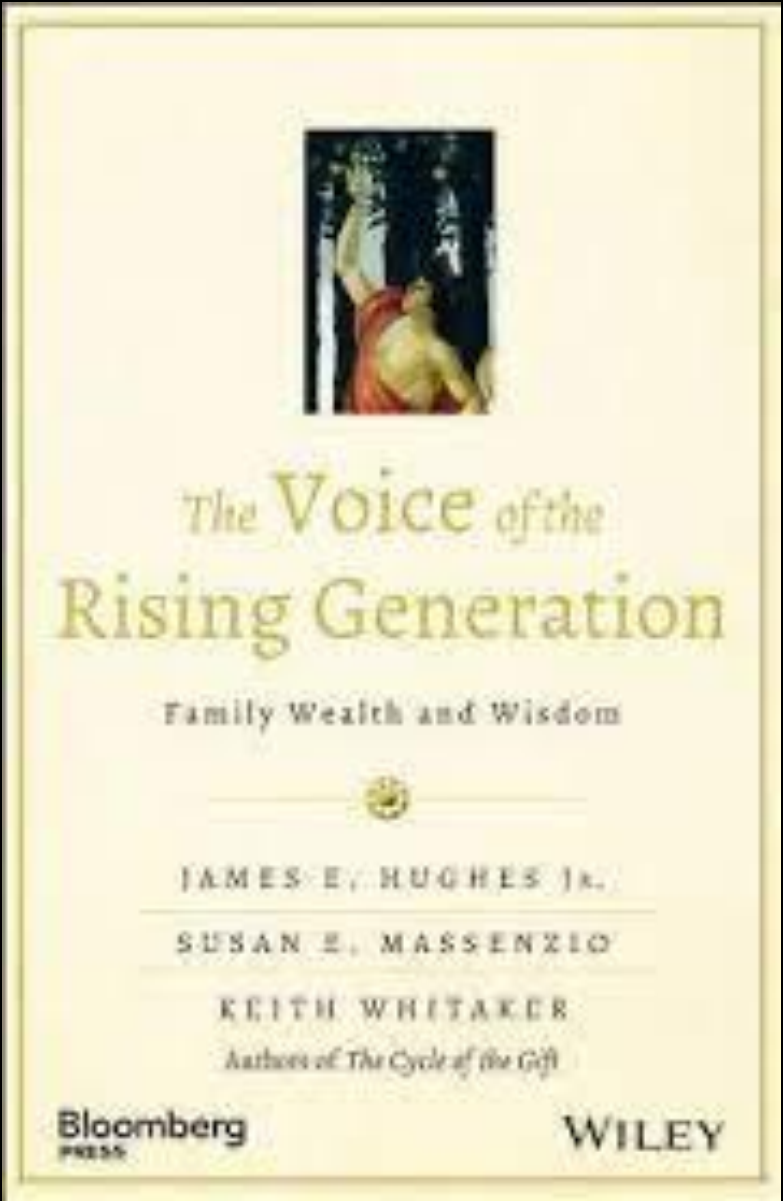
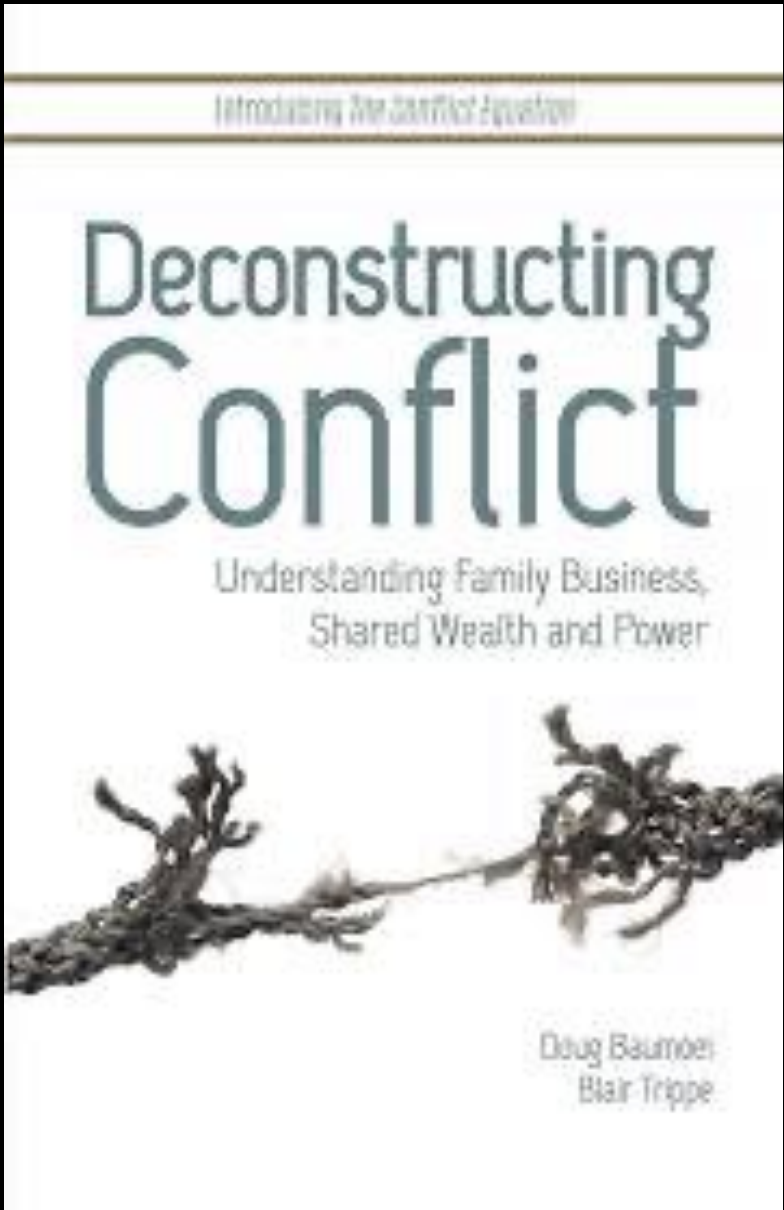
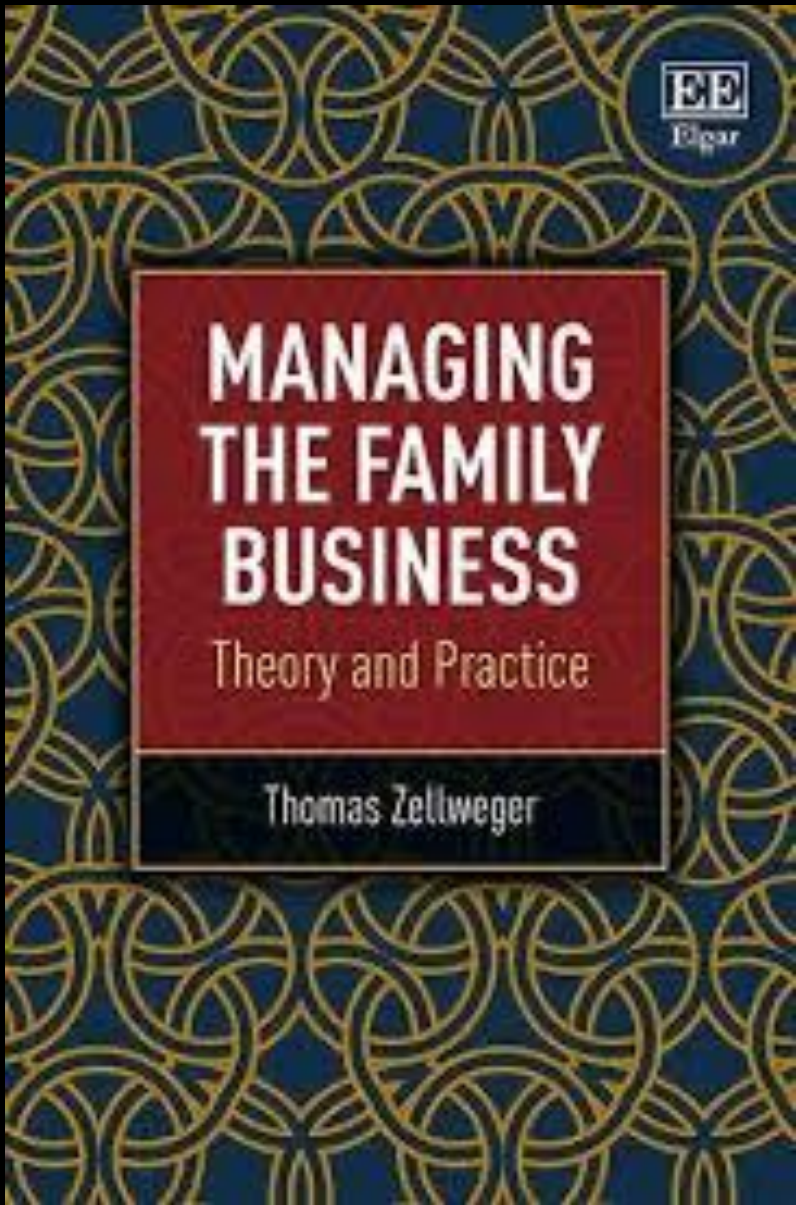
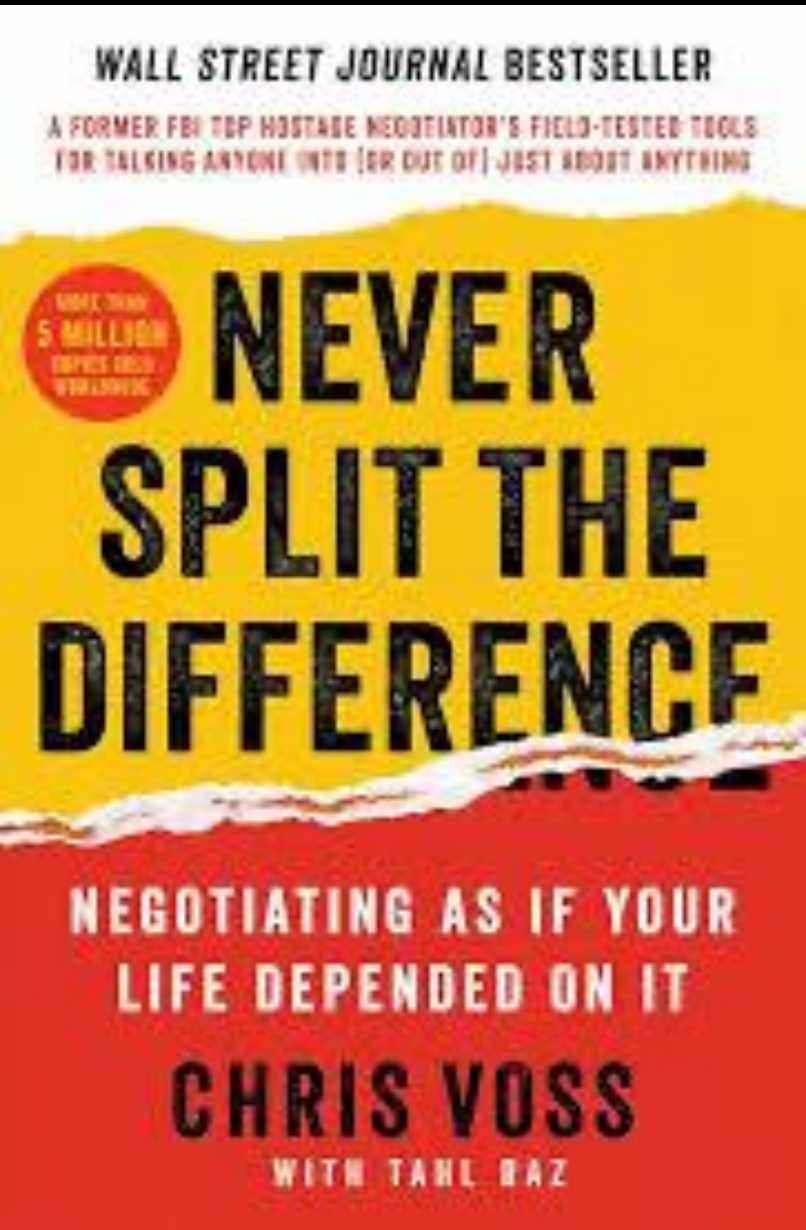
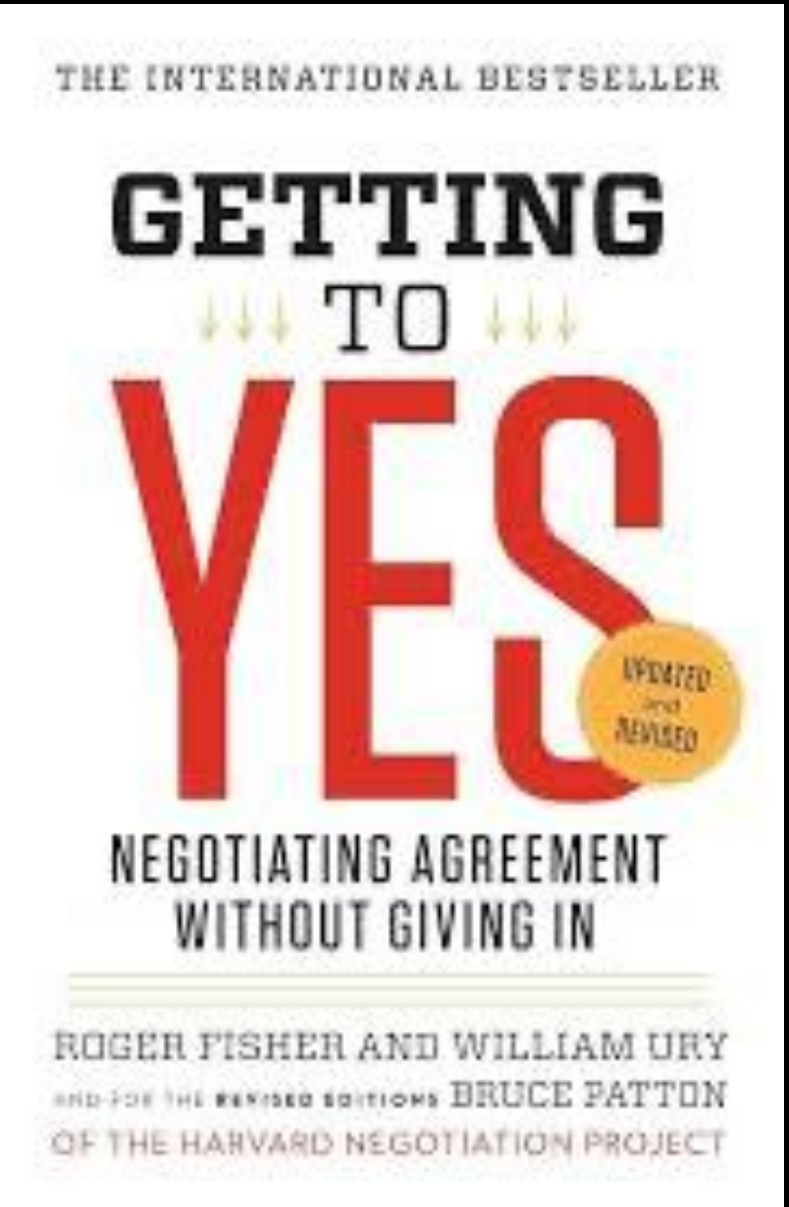
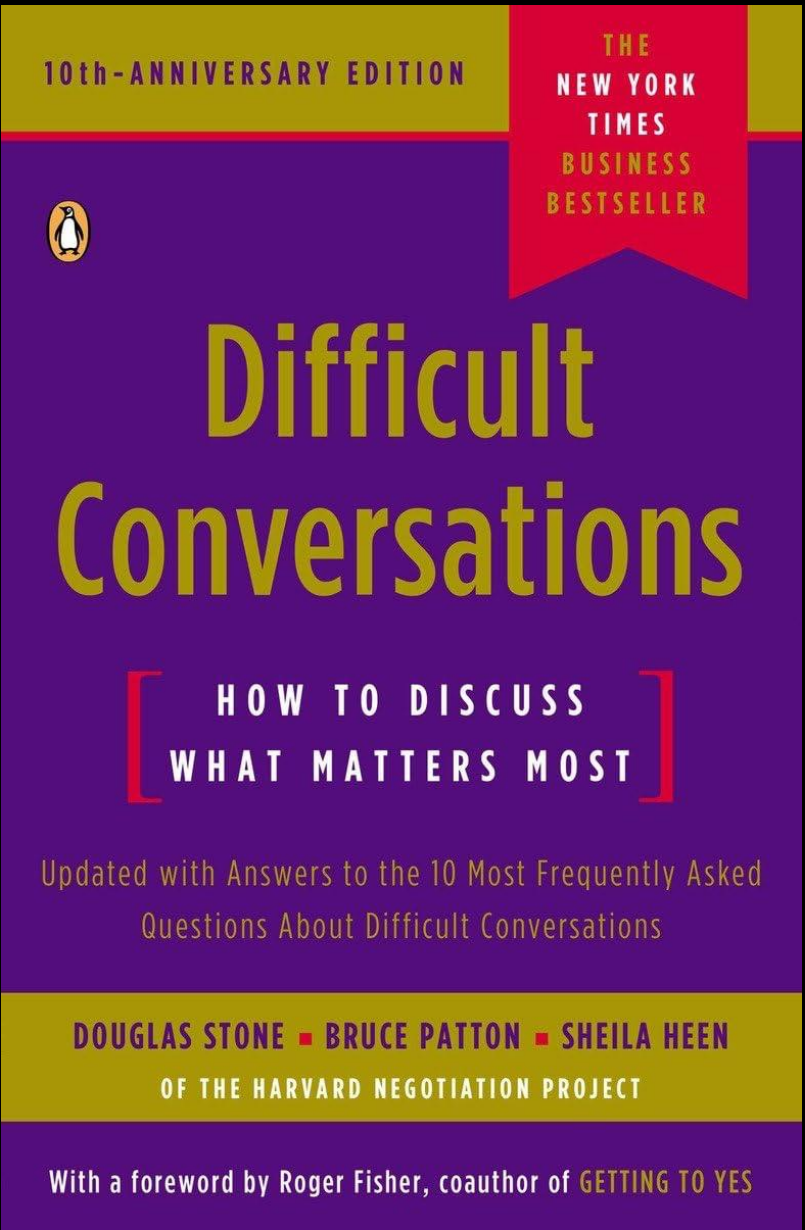
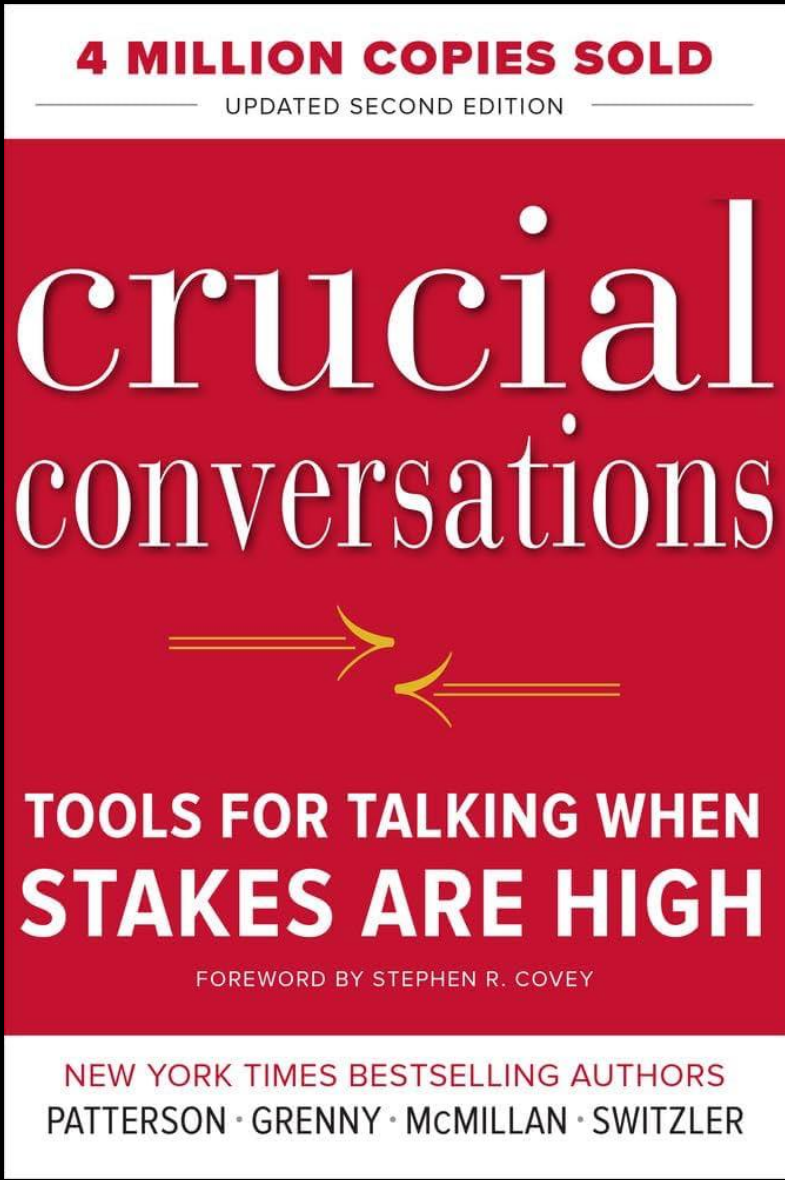
take home message:

Conversations = unlock (hidden) dimensions —> insight , innovation, intimacy

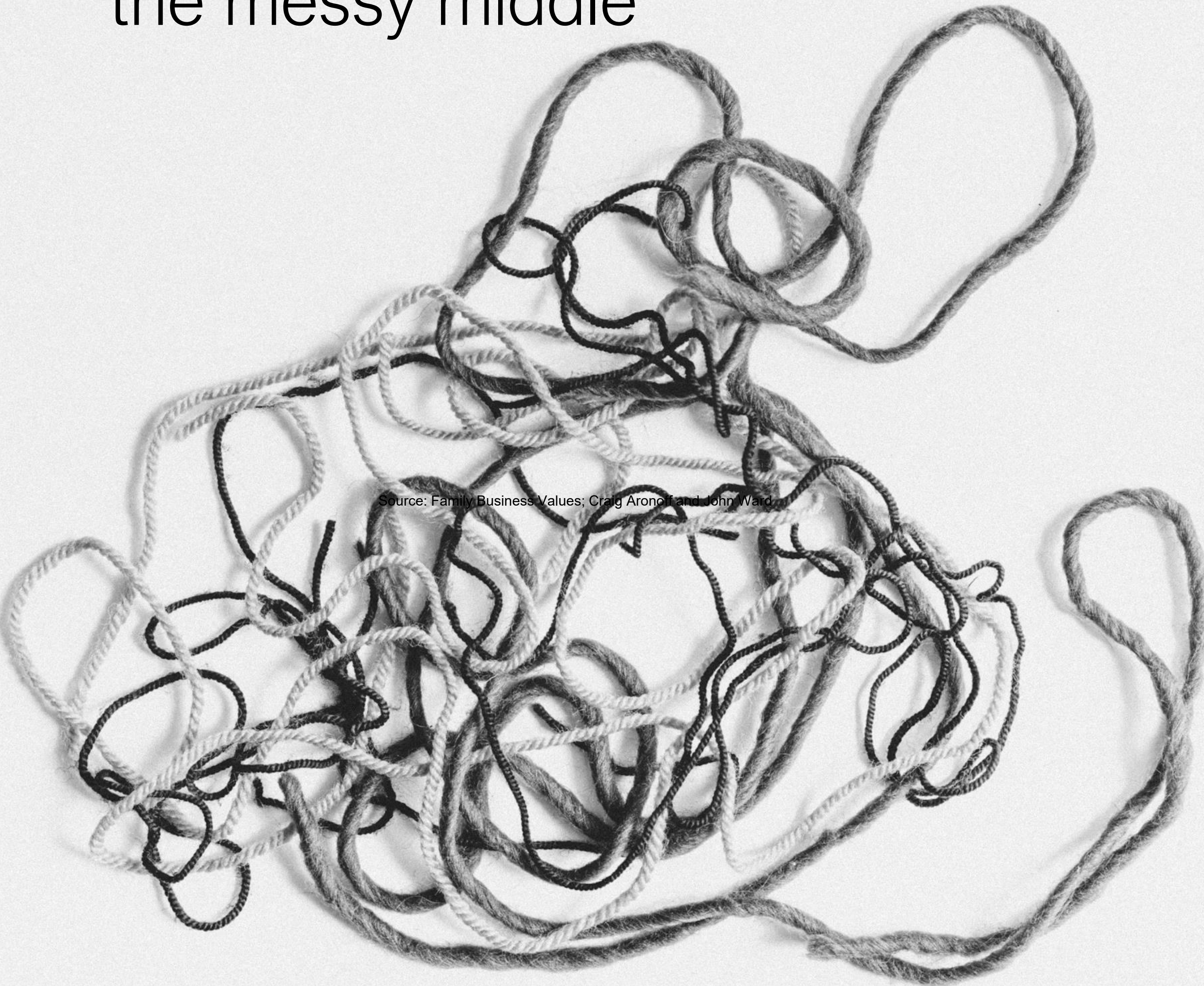
Know less. Understand more —> curiosity over judgement

Conflict = catalyst —> breakthrough + upgrade

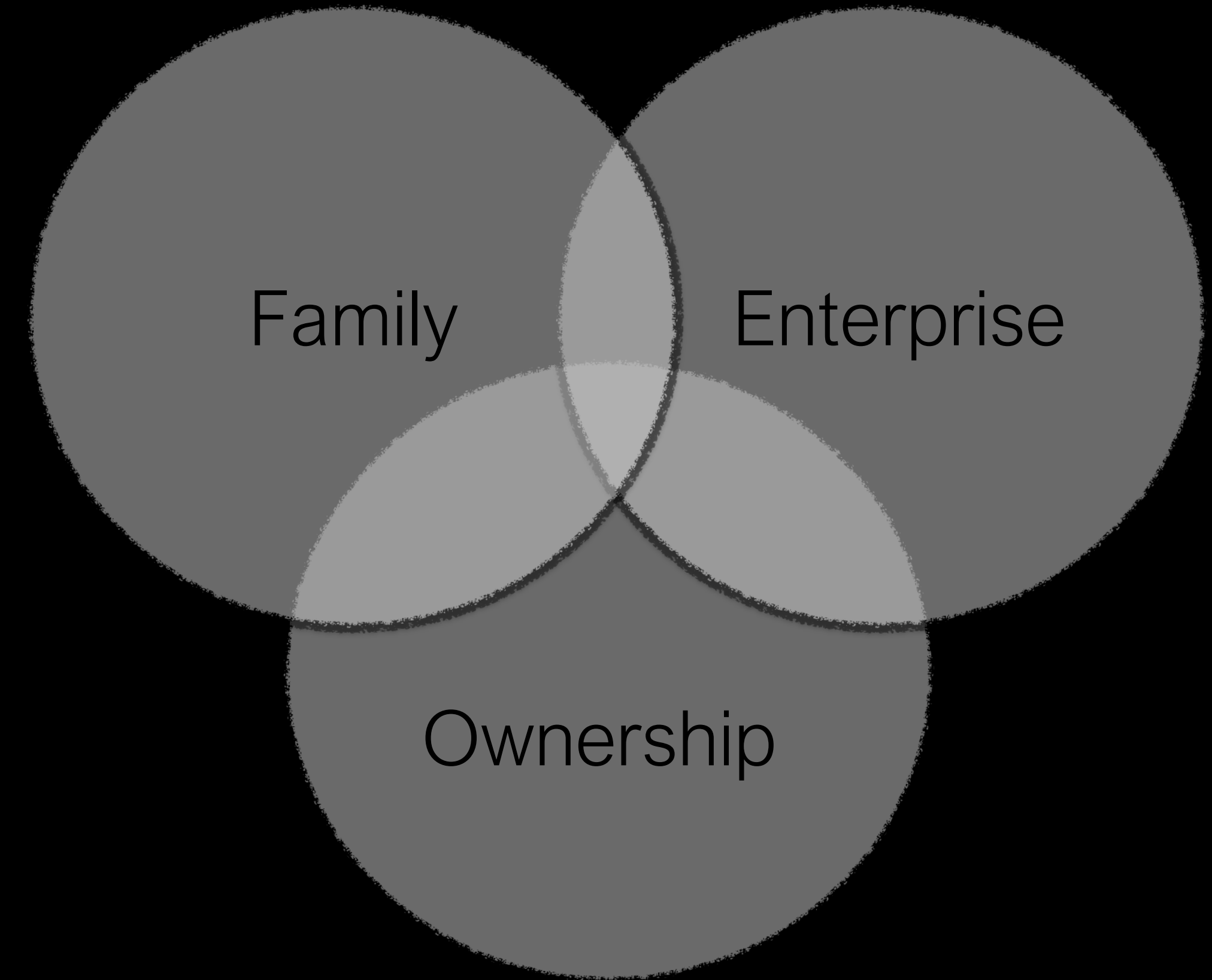
resources:



the messy middle



Source: Family Business Values; Craig Aronoff and John Ward



different: goals + objectives + concerns

Source: Family Business Values; Craig Aronoff and John Ward

“good fences make for good neighbours”

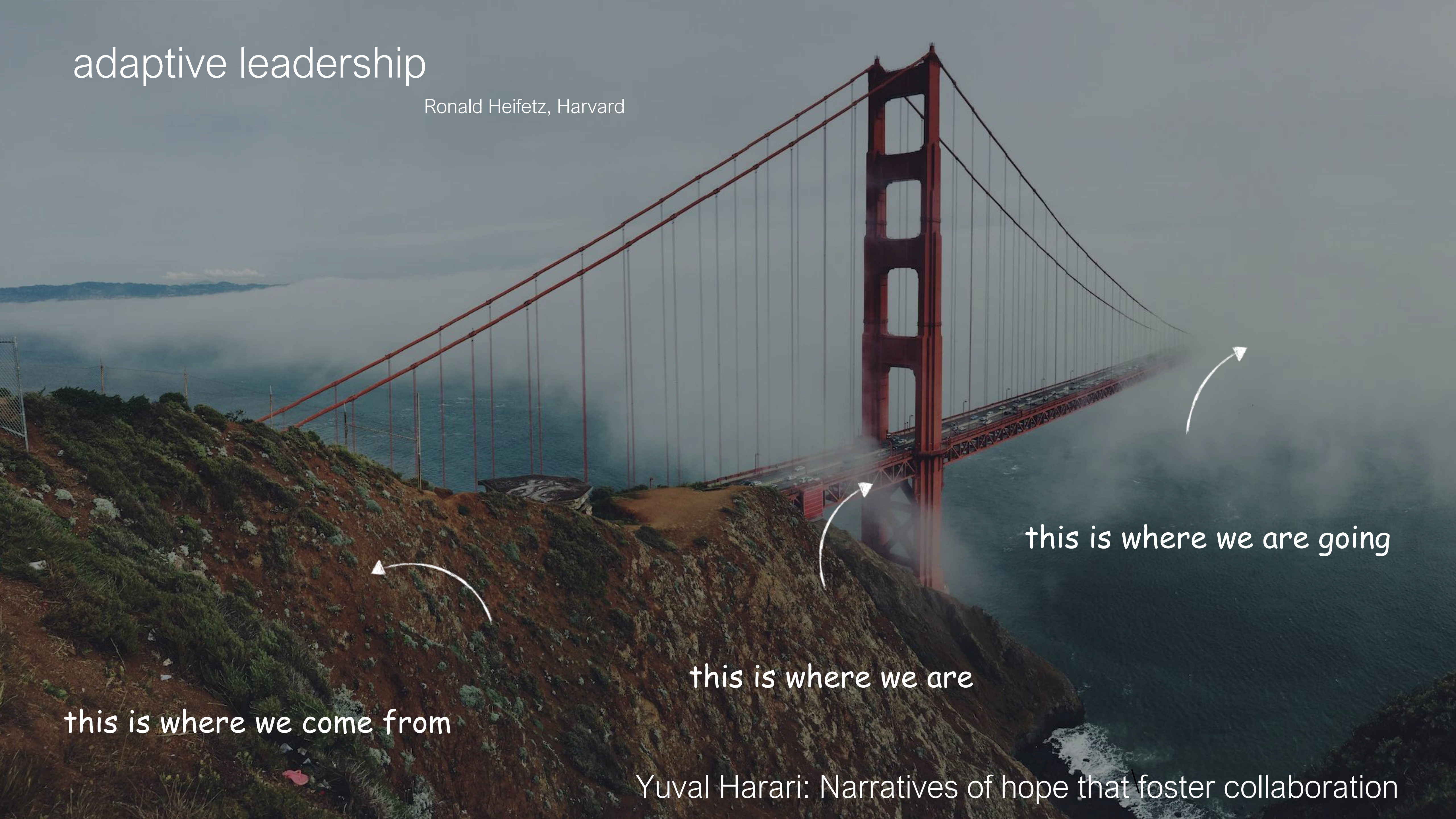
Management Meetings

Board Meetings

Family Meetings

adaptive leadership

Ronald Heifetz, Harvard



this is where we come from

this is where we are

this is where we are going

Yuval Harari: Narratives of hope that foster collaboration

Family factor

= is your family bond strong enough to leverage compromise, forgiveness and commitment to change?



Intergenerational learning

A close-up photograph of two hands, one from an older person and one from a younger person, reaching towards each other in a gesture of connection or learning. The hands are positioned in the upper and lower right portions of the frame, with fingers slightly curled as if about to grasp or support each other. The lighting is warm and focused on the hands, creating a sense of intimacy and shared experience. The background is dark and out of focus.

Two main questions:

1. What messages I'd like to share with / tell members of the other generation ?
2. What questions I'd like to ask or learn from the members of other generation?

Why works:

No spotlight on any particular individual

Individuals work together as generation

Practice in communication & making decisions together

Intergenerational learning



Where are you in the cycle?

siblings + cousins + partners

Enhancing siblings relationship self-assessment:

- shared values + vision
- forgiveness
- conflict
- trust

Family Behavioural Health Wellness Assessment:

- - warning signs
- - protect + prevent
- - family toll
- - manage crisis

How do you want to relationship to be in the future?
Whats bigger than the current issue?

the edge of danger

Silence
Secrecy
Shame

Scars
Sparks
Sensitivity

power to / from
wealth + worth + money
love + belonging
aging + mortality
trust + boundaries
legacy + succession
roles + responsibilities
(mental) health + addiction
other...

Explore

What's dangerous / uncomfortable about it?

Where / when did you learn it's a no-go zone?

How has it played out in your life so far?



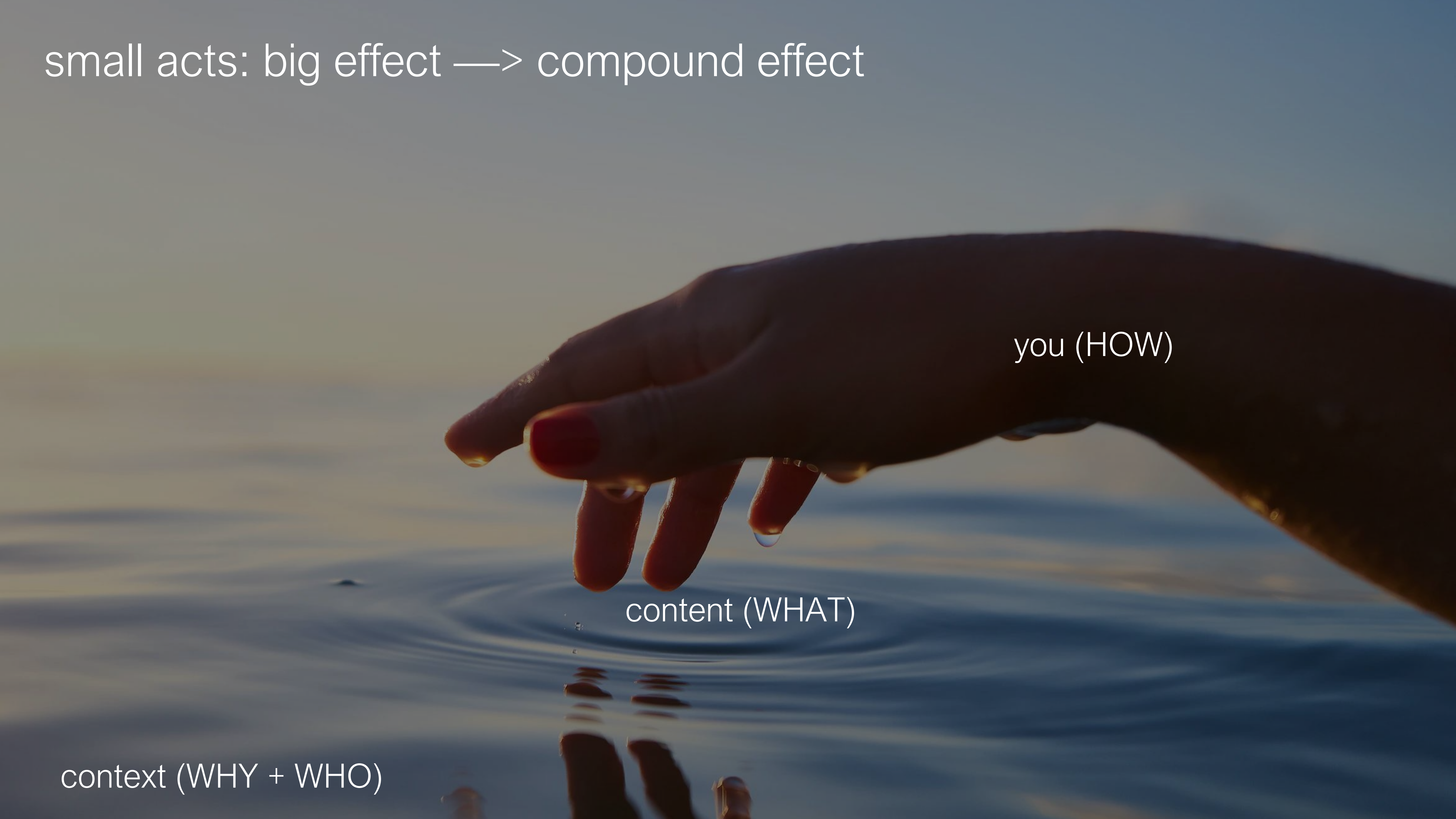
What would be possible if you braved to start conversation about it?

small acts: big effect —> compound effect

you (HOW)

content (WHAT)

context (WHY + WHO)



HOW: Get curious not judgemental

Assumptions

Expectations

Labels



know less, understand more

It takes two to create a pattern and one to break it

safety as a verb
self-regulate

brain =
velcro -
teflon +



circuit
breaker

first 3 min of a conflict determine how it's going to go 96% of the time

neurogenesis



Listen for:

Fears
Hopes
Concerns
Confusions
= Whats important

Ask:

What was it like?
How do you see yourself in the midst of this?
What made you reach this conclusion?
What does it mean / say about you?
Tell me more...

Ask better & beautiful questions

What crossroads are you at?

What talent are you not using?

What are you most excited about?

When was the last time you felt seen?

Whats your favourite childhood memory ?

What do you want to be known/ remembered for?

Where do you want to focus your attention the next 3 months?

What do you say to yourself to give yourself permission to try something new ?

Ask WHAT & HOW (not WHY)

How did you come to believe that?

Thank you & enjoy the journey !



Questions + Resources:

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