

1. Core Purpose

To build the leadership capacity to form intentional public relationships through one-to-one conversations that uncover mutual self-interest and generate organized power.

2. Developmental Position

Series Arc:

WHO (Shared Purpose) → WHAT (Relational Listening / One-to-Ones) → HOW (Strategic Partners / Power Mapping)

This session sits at the “WHAT” stage.

- Before this session, participants should understand the importance of shared purpose and that difference is not the barrier—division is.
- This session equips them with the relational skill required to operationalize shared purpose.
- After this session, participants are positioned to identify and engage strategic partners (next session), using one-to-ones as the foundation for power mapping.

This is the relational engine between vision and strategy.

3. Structural Segments (5)

A. Framing: Power, Division, and Public Relationships

Type: Conceptual

- Division is often manufactured; most people want to work with neighbors.
- Relationships must precede issues (“issues follow relationships”).
- Power defined as the ability to make things happen (organized people + money + ideas).
- Public relationships differ from private ones.
- Mutual self-interest is the foundation of durable civic work.

This segment reframes listening from a bridging tool to an organizing tool.

B. Public vs. Private Relationships

Type: Conceptual + Reflective

- Private relationships = care, loyalty, selflessness.
- Public relationships = working together to achieve shared self-interest .
- Manipulation occurs when public relationships pretend to be private.
- Clarity protects both parties.
- Self-interest ≠ selfishness; it is what motivates action.

Tension surfaced: discomfort with the language of “self-interest.”

C. The One-to-One Relational Meeting Framework

Type: Practical

- Goal: understand self-interest, discover shared interest, assess leadership potential .
- 70/30 listening rule .
- Probe but don't pry .
- 30–60 minutes, intentional, neutral location.
- No explaining, convincing, recruiting, selling .

This is the skill spine of the session.

D. Live Demonstration and Fishbowl Debrief

Type: Coaching-Based

- Facilitator models a one-to-one in real time.
- Participants observe:
 - Where probing occurred.
 - How assumptions were handled.
 - How shared self-interest was mentally tracked.
- Debrief questions:
 - What did you notice?
 - What surprised you?
 - What would you ask next?
 - What shared interests emerged?

This segment converts abstraction into observable behavior.

E. Practice + Commitment

Type: Practical + Reflective

- Participants practice in pairs.
- Reflect on:
 - Discovery
 - Surprise
 - Questions
 - Three real people to try this with
- Explicit assignment: conduct at least three real-world one-to-ones.

The session closes with application, not inspiration.

4. Frameworks and Structured Tools

A. Power Formula

Power = Organized People + Organized Money + Organized Ideas

B. Public vs. Private Relationship Distinction

Structured comparison (see handout)

Key distinctions:

- Loyalty vs. accountability
 - Selfless giving vs. building power in service of self-interest
 - Permanent friends vs. no permanent friends/enemies
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C. One-to-One Five Steps

1. Introduce yourself (who you are, who you represent, why meeting)
 2. Warm up (common ground, easy questions)
 3. Go deeper (story, motivations, probing questions)
 4. Small ask (if shared interest exists)
 5. Evaluate (notes after meeting)
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D. 70/30 Rule

Listen 70%, talk 30%.

E. Probe But Don't Pry

Ask:

- How come?
- How did that feel?
- Was there a moment when...?

Go as deep as the person takes you.

F. Reflective Prompts (Practice Debrief)

- What did you discover?
 - What surprised you?
 - What question remains?
 - Who are three people you will do this with?
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5. Actionable Leadership Moves

- Schedule intentional one-to-ones (not casual chats).
 - Clarify purpose when inviting someone.
 - Track possible shared interests mentally during conversation.
 - Resist the urge to pitch your project.
 - Make small, specific follow-up asks.
 - Follow up and take notes after each meeting.
 - Prioritize one-to-ones with:
 - Existing collaborators
 - People who make you nervous
 - People with visible energy or influence
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6. Common Pitfalls and Tensions

- Confusing self-interest with selfishness.
- Slipping into recruiting mode.
- Talking too much (violating 70/30).

- Turning it into an interview (80/20).
- Making assumptions without allowing correction.
- Asking too big of an “ask.”
- Failing to evaluate after the meeting.
- Avoiding one-to-ones with intimidating or adversarial people.

Underlying tension: vulnerability vs. strategy.

7. Candidate Pull Quotes

1. “No two human beings have ever built a relationship based on what they don’t have in common.”
 2. “Issues follow relationships.”
 3. “The best way to recruit is not to try to recruit.”
 4. “If you don’t find shared self-interest, that’s still a successful one-to-one.”
 5. “You can’t get better at one-to-ones without having them.”
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If you’d like, next we can:

- Translate this into a Commons-ready resource outline
- Identify 2–3 ideal clip segments
- Or tighten this into a facilitator-facing version vs. participant-facing version

Your move.

Handouts

https://drive.google.com/drive/folders/1kwCBoT2MPI0_9bdh2ayQP0Kcfmua6MVX?usp=sharing