

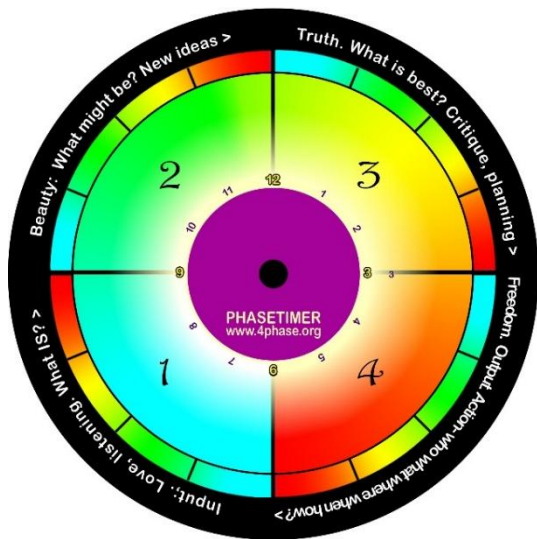
WELCOME TO THE DYNAMIC WORLD OF 4PHASE!

Thank you for buying the PHASETIMER manual and clock overlay graphics, which I think you'll find both simple and powerful - the ***'Living logic that makes meetings magical'***.

The following page is the guide or manual to go with the phasetimer. The pages after that are the several sizes of phasetimer graphic, to be printed out on a laser printer, preferably on an overhead transparency A4 sheet. The circular graphic is then cut out with scissors or boxcutter etc, and glued (with a thin layer of pva or gluestick, or cellotaped) to the centre of the face of a clock of your choice. You then have a Phasetimer clock, ready to go!

For the latest on 4phase:

- Go to www.4phase.org
- Join my public Facebook group Living Logic
- To contact me, Peter Harris (aka wizard of Eutopia), ph NZ 022 332 6568, or email me wizardofeutopia@gmail.com. I'd love to hear from you.



Phasetimer Manual www.4phase.org

Why a process clock?

I think time only real to us if there is process.

Is there a pattern or logic to this process? In 1995, in his philosophy thesis *Process and Inquiry*, Peter Harris expounded the theory that all positive changes in any organised system or life-form can be seen to flow through four dynamic 'phases', which can be described as

INPUT (LOVE AND LISTENING, OBSERVATION)

NOVELTY (IDEAS, SYNTHESIS, VISION)

REACTION (LOGIC, PLANNING, ANALYSIS)

OUTPUT (APPLICATION, EXPRESSION, TESTING)

How to best portray this? Peter developed a 'tree of Life' labyrinth to walk, then a 4phase notebook and a 4phase clock.

The four sectors of the 'Phasetimer Clock' give us a timed structure to evolve our understanding of questions of any kind. Alone, or especially in a group. It's the 'Living logic that makes meetings magical'.

What are the advantages of dividing a thinking session or meeting into four phases?

Any process works best in the flow of its natural logic. The people in a meeting will each be naturally most comfortable with one phase – their 'Home Phase' This is part of the 4phase theory. If the four phases are gone through in their natural order, this lets everyone be fully acknowledged in their Home Phase, and this is their 'genius zone', where they can contribute naturally and powerfully. Otherwise, meetings can devolve into conflict between people who see everything in the perspective of their own favoured phase. This is arguably the source of most of the conflict in the human world.

Why are the four phases repeated within each sector?

Because each phase is like a microcosm of the whole. It's self-similar, fractal. Everyone tends to see their Home Phase as the whole, and while they may agree there are four phases, they often fail to see that it is a fractal part of the greater whole, and that their perspective is gravely limited, unbalanced, unless it is linked to the Main Phase which outputs into it, and the Main Phase which it outputs into. So,

each Main Phase does have a sub-phase of input – from the Main Phase preceding it, then on around to its natural output phase, to become the input for the next Main Phase.

In other words, to thrive we logically, absolutely need each other.

How would a typical 4phase meeting go?

For convenience, it is one hour, divided into quarter hours, and it seems a good division for humans. The normal clock has already got this, the minute hand making one revolution per hour. So, we set the minute hand to the half past the hour, which is the beginning of the blue INPUT phase. (If the group needs more time to complete a phase, they can rewind the minute hand to suit).

During the first, blue phase, we hear from everyone in the meeting, thoroughly and with no interruptions or non-blue objections or urgings to skip on. The aim is to get clear on all the facts relevant to the topic of the meeting, as seen by each of the participants. It is pure love and listening, appreciation and recording of others' contributions and opinions, **WITHOUT ANY JUDGEMENT WHILE THIS PHASE LASTS.**

During the second, green phase, each person shares whatever ideas arise for them from listening to the others' inputs. This sharing may spark yet more ideas. All get recorded. **AGAIN,** without judgement while the green phase lasts.

During the third, yellow phase, all our judgements and reactions can be expressed, while retaining the connection and respect hopefully established in the blue phase. In the yellow phase the planning types get to go wild, with their vision of how some if not all of the new ideas can be tested, implemented, organised.

During the fourth, red phase, the ideas filtered through the yellow phase of analysis, judgement and mostly abstract planning, get whipped into a specific action plan, **WHAT, WITH WHOM, WHEN, and HOW.**

The meeting is now finished, until the new plan is actioned, with the people working together in their natural phases, and new facts and feedback emerge after implementation.

What is the purple layer?

This represents our status quo, the sum of all past phases which have worked and produced good results. This status quo is our reference for all the new phases, whether in acceptance or criticism and proposed modifications. It is the background to any creative meeting, and while the status quo is what feeds us, it is sometimes the worst enemy of the new. As with the four phases, there is a tension of opposites here. This process tension is inevitable, and is the impetus for continuing to evolve. The 4phase theory gives us a structure to do this while preserving harmony and respect.



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Questions and feedback
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The 4phase clockface, for printing on overhead transparency and cutting out and gluing to a 'normal' clockface. One up for larger clocks (printout can be scaled up or down in size):

Next page: four up for average sized clocks. Disk should be slightly smaller than the circle of the hour hand. Four copies on one a4 sheet – share with three friends, or put on four clocks if you have four!

