Deep dive

Deep Dive in the Entrepreneurs' Organization (EO) is a special moment during forum meetings where a participant has the opportunity to share an important, unresolved, and emotionally complex problem. The session involves an open and deep exploration of internal struggles, while the rest of the forum members listen and share their resonating experiences, avoiding giving advice or solving the problem.

The goal of Deep Dive is to reach the deepest emotions, needs, and challenges the participant is facing, helping them better understand their difficulties. It is a space for authentic reflection and sharing in an atmosphere of trust and confidentiality.

Deep Dive: Example Presenter Form

1. Headline or Summary Statement

I would like to discuss the challenge of managing a rapidly growing company that is consuming more and more of my time and energy.

2. Context

- **Background**: My company is growing quickly, which brings many opportunities, but it is becoming harder to control.
- **Current situation**: I feel like I’m losing control over processes and the team, and at the same time, I’m starting to neglect my personal life.
- **Next steps I am considering**: I’m considering hiring additional management staff to relieve myself, but I’m afraid that this may not be enough.

3. Diving Deeper into My Struggle

- **What is hardest for me?** The difficulty of maintaining balance between company growth and personal life.
- **How might my own actions be contributing to the challenge I face?** My tendency to control every aspect makes delegation harder.
- **Where am I stuck?** I feel like I can’t trust others on the team, which makes delegating responsibilities difficult.
- **What do I most want to change?** I would like to build a more self-sufficient management team that can relieve me and allow me to focus on other aspects of life.

4. My Feelings

- **My strongest fear/uncertainty/concern**: I’m afraid that if I lose control, the company may start functioning worse, which would hurt the entire team.

Feelings/emotions	**Where are these coming from?**	**Thoughts/story creating these feelings...**
Fear	Arises from the fear of losing control over the company	I think that if I don’t control everything, the company will start losing efficiency
Frustration	Stems from the overload and inability to delegate tasks	I’m frustrated because I feel like I can’t trust the team to relieve me of daily tasks
Fatigue	Due to lack of balance between work and personal life	I feel burned out because all my resources are going into growing the company, and I’m neglecting my health and relationships

- **A metaphor or image that comes to mind that describes my situation**: I feel like a captain of a ship in a stormy sea, who needs to trust the crew but is afraid to hand over the helm.

5. Looking Forward

- **My hope, dream or ideal outcome is**: I want the company to run smoothly without my constant involvement, allowing me to regain balance between work and personal life.
- **What would failing mean for me and those around me?** Failure would mean that the company might start to fall apart, and I could lose not only the business but also my family relationships.
- **What would success mean for me and those around me?** Success would bring me more peace and time for my family, and the company would run efficiently without my constant presence.
- **Are there any beliefs or biases I might need to shift in order to get what I want?** I need to break the belief that no one can do it better than me and start trusting others.
- **My core opportunity or dilemma might be**: The key challenge is learning how to delegate effectively and trust the team.

Revision #2
Created 26 September 2024 10:10:09 by Admin
Updated 26 September 2024 14:46:05 by Admin