



THE ART OF HARVESTING

Vietnam | Aug. 22-24, 2025





For the last ten years, the Art of Hosting field in Vietnam has been growing. There have been 6 trainings here so far on the Art of Hosting but not specifically on the Art of Harvesting.

Like Yin and Yang, hosting and harvesting are intertwined. Without a hosted space, there is nothing to harvest. And without a harvest, what is the point of hosting in the first place? But we have never had an Art of Harvesting training, until now.

Earlier this year, we at Đom Đóm Lab learned that our colleagues Samantha Slade and Paul Messer from Percolab in Montreal would be coming to Vietnam for an Art of Hosting training. We jumped at the opportunity because a Harvesting training might be possible now. Along with them, we also invited Nam Pham, a seasoned harvester of the Tron Lanh Network. And Narayan Silva, an Art of Hosting steward who helped bring the practice to Vietnam all those years ago.

And so our team gathered, and participants (a group of 30), we explored the question:

How can we harvest the essence of meaningful conversations and translate insights into actionable steps?

Linh

Raw Harvest: Samantha Slade
Design and Production: Paul Messer
Photos: DomDom Lab, Percolab Coop, Narayan Silva, Thien Ngo

DAY ONE

WHAT IS
HARVESTING?



WELCOME & CHECK-IN

Linh shared the story behind how this training came to be.

Paul presented the flow of the days.

Trang welcomed us to the space.

Nam, Narayan, Linh, Paul, and Trang shared their journey into harvesting.

We shared our name, a role that is alive for us in our life right now, why we are here 3 times with 2 other people trying to bring something different each time.

Then we each made a small creation about:

What is alive for me in this group?

We came back together and had a circle go-around, each sharing our name, presenting and explaining our creation. There was song, drumming, art and movement.



We began by reflecting on the question, invited by Trang: When we hear the word harvesting, what does it invite? In a few rounds, we went from individual, pairs, groups of four and finally the whole group. Together, we defined harvest as:



HARVESTING IS..

- A cyclical process
of opening and closing
an action verb*
- where we listen and make meaning
where we explore insights expected and unexpected
and take care of relationships*
- we take courage to name and see systems
an expression of learning
not just short-term but for generations to come
as a celebration*
- making sure we leave something behind for others
so we can see the growth process
and grow a little more each day.*
- and it is outputs and outcomes
and so much more...*

the ART of HARVESTING

GROWTH



LEARNING

celebration

INSIGHTS

TANGIBLE
intangible

SHARE

RELATIONSHIP

what's
in your
HEART?

MEANING
making

"capture"

HELP!

LISTENING LAYERS

SENSE
making

LEAVE
BEHIND

EXPLORE

with
COURAGE

playful

VULNERABILITY

NEED

LINEAR



STRUCTURED

SENSING



ARTISTIC
playful

HARVESTING MATRIX

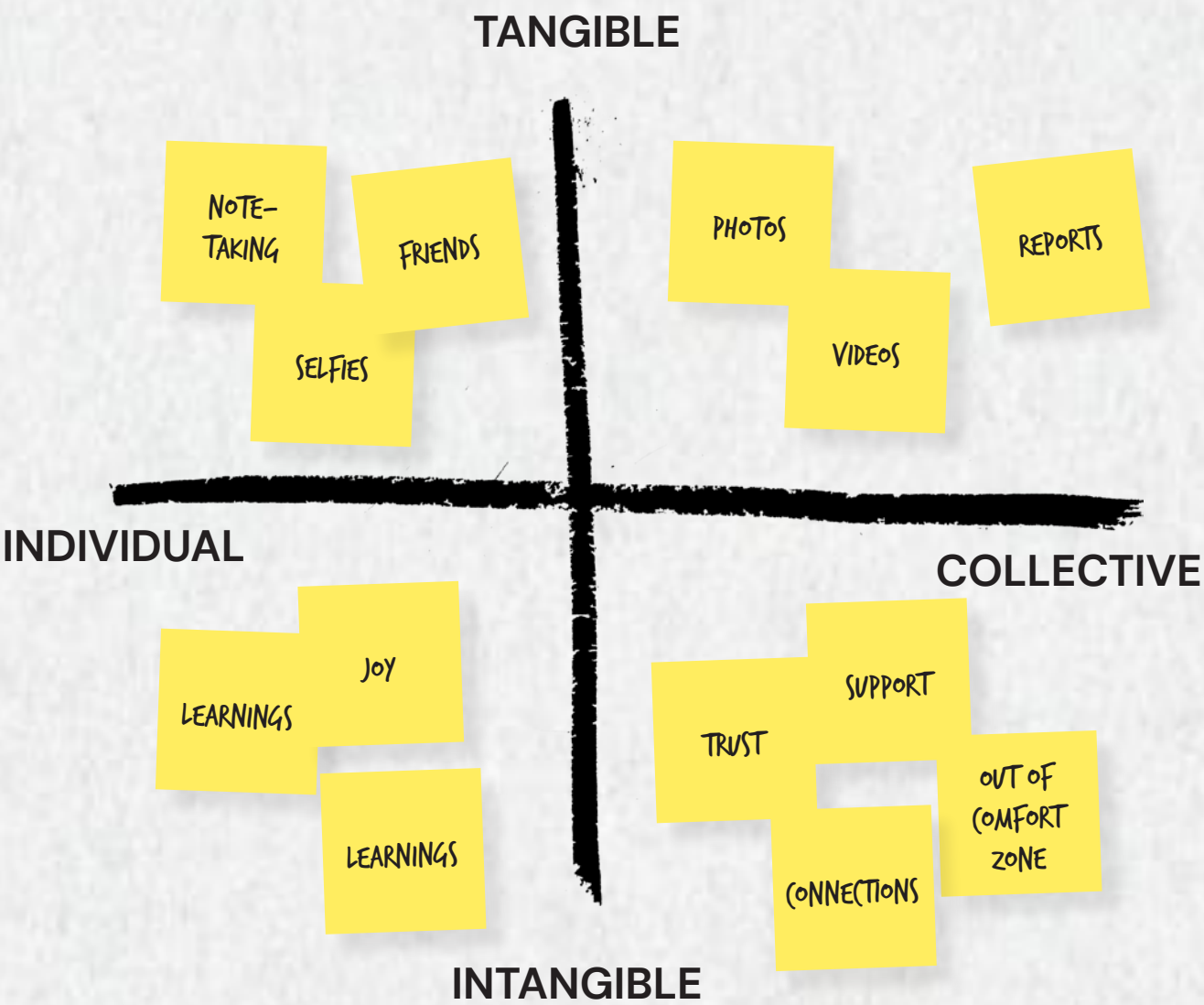
There are many different types of harvest. We were introduced by Narayan to a simple framework that can help us see and plan for the different types.

We thought about what the tangible and intangible harvests were from the check-in.

Intangible harvest was safety, connection, openness. And the tangible harvest was a new centerpiece with our creations.

From each quadrant we were in, we identified 3 things we wanted to harvest from this training.

We had the others guess our things through movement (like charades).



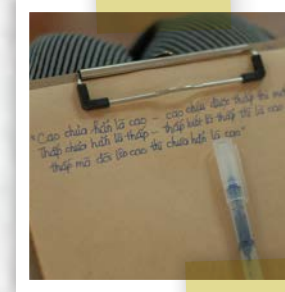
A STORY TWICE HARVESTED

To practice harvesting and listening, Nam and Linh got us into triads to tell each other stories.. Each of us was invited to:

Tell a story of harvest that has shifted us in a meaningful way.

While one person shared their story, the other two listened and harvested.

One listened for facts, while the other listened for feelings and potential.



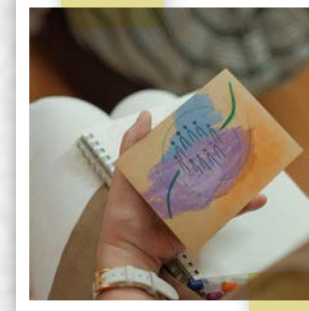
FACTS

We reflected on what it looked like to listen for facts.

Tell facts without imagination

Looking at the journey from start to end. Milestone Process

*Organize key things into a process that noticing the voice you are speaking from – factually
Line is blurry, emotions are also facts*



FEELINGS & POTENTIAL

We reflected on what it looked like to listen for feelings and potential

Focus on emotional milestones

Explore the answer within myself – what's generating here

Resonance

As a whole

We reflected on how it was to be listened to in this way

Makes the story colorful. The story is more meaningful, insightful

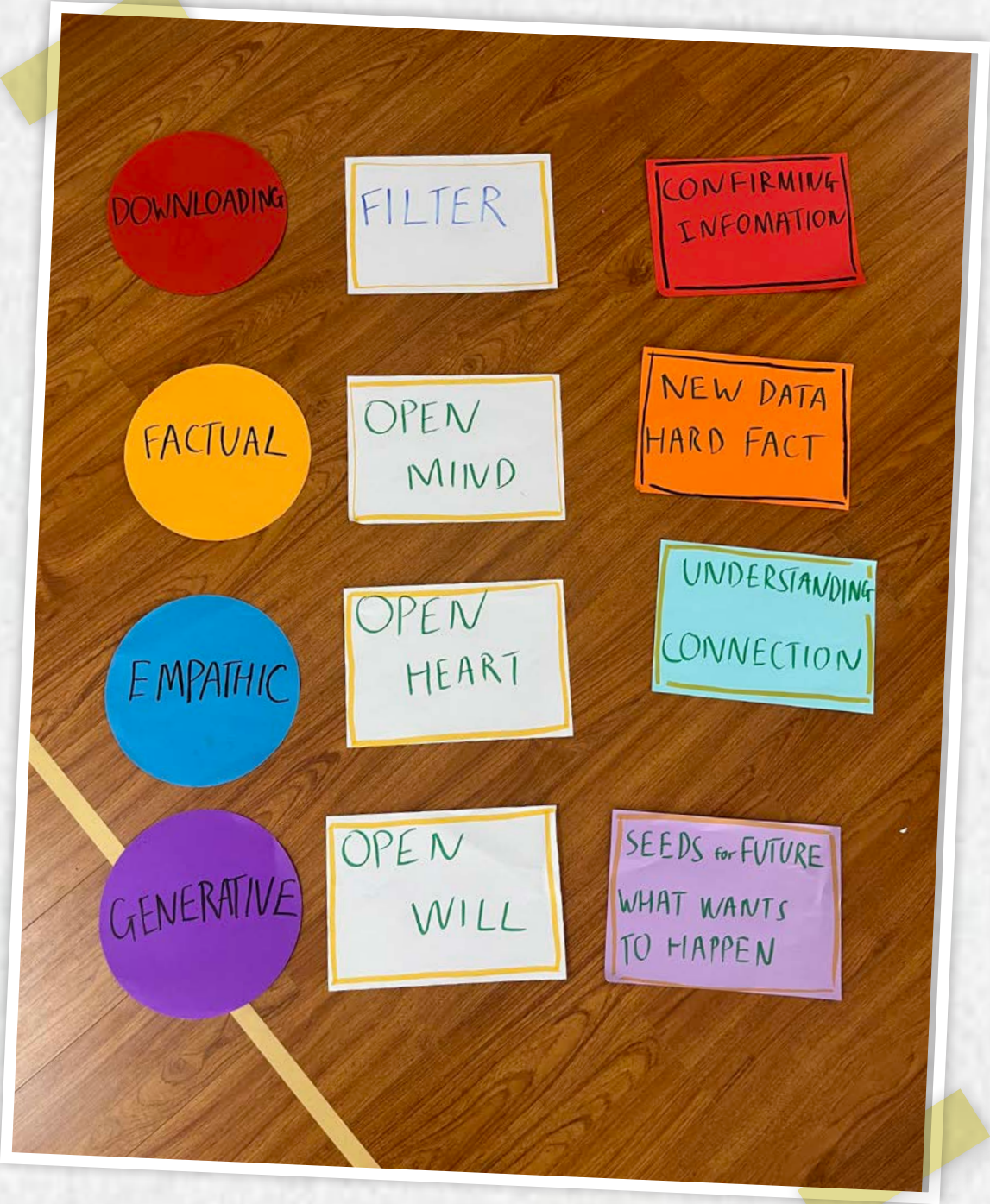
Layers, give colors, all happening at the same time

Facts felt validating and feeling/potential lean back and receive

FOUR LEVELS OF LISTENING

After the last activity, we can see that different ways of listening impact the way we harvest. And so, if you want to be a better harvester, pay attention to how you are listening.

Guided by Linh, we explored the 4 levels of listening, a framework by Dr. Otto Scharmer of the Presencing Institute, with a focus on harvesting.



BREATH PATTERN

A conversation or a process can usually be mapped with a model called the Breath Pattern. Together we breathe, and walk the pattern, then we discern at each phase of the Breath, what kind of harvest or questions may serve.

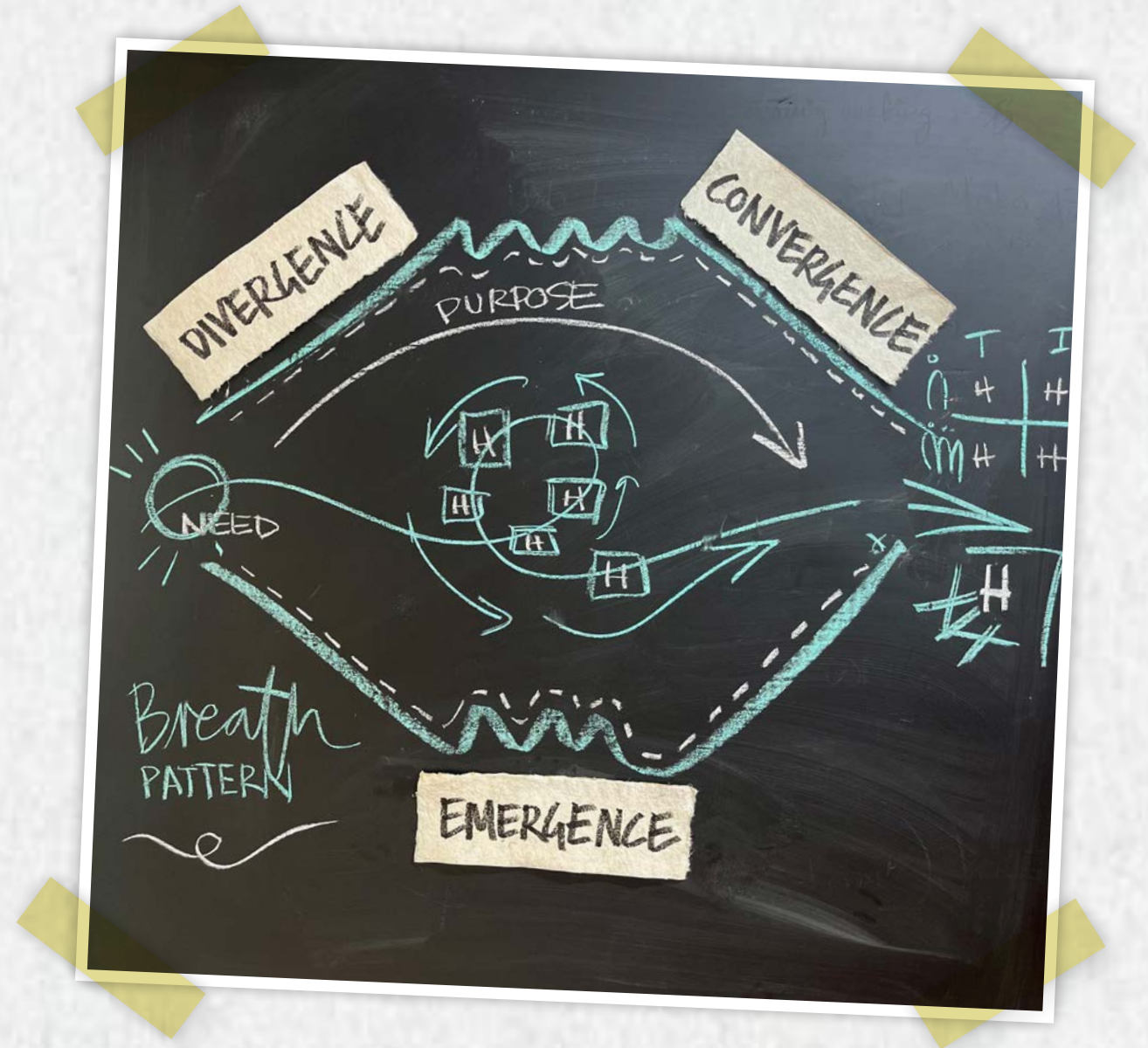
We start with the questions:

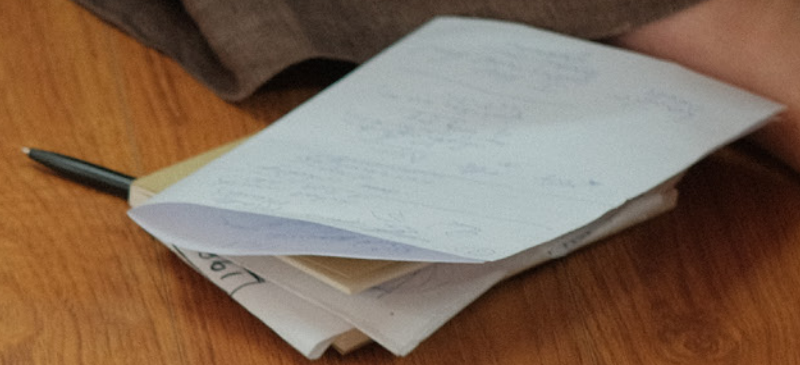
- What is the need that we have?
- What do we want to harvest from this (Intangible and tangible)?
- What are the activities we can do together to get to the harvest?

LAYERS OF HARVESTING

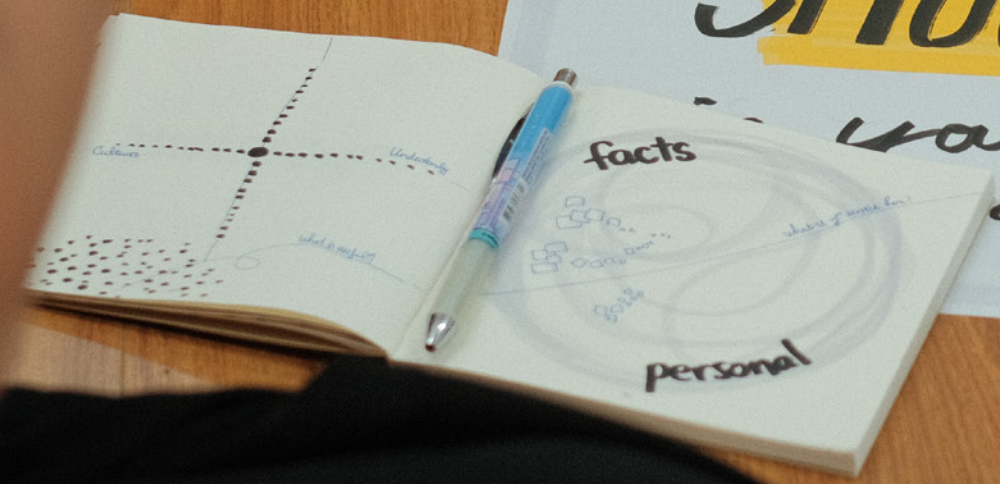
Harvesting can also happen at different layers, from Personal to Community. We explored what each layer could entail:

PERSONAL	Journaling. Own harvest. Go for a walk.
ACTIVITY	Recap/sensemaking: whats the converging in your subgroup.
META HARVEST	What's happening over the whole 2 days of this training.
COMMUNITY	What can we capture over time? Sharing insights with the community.





How is HARVESTING
SHOWING UP
... your **WORK**
and beyond?



HOW IS HARVESTING SHOWING UP IN YOUR WORK AND BEYOND?

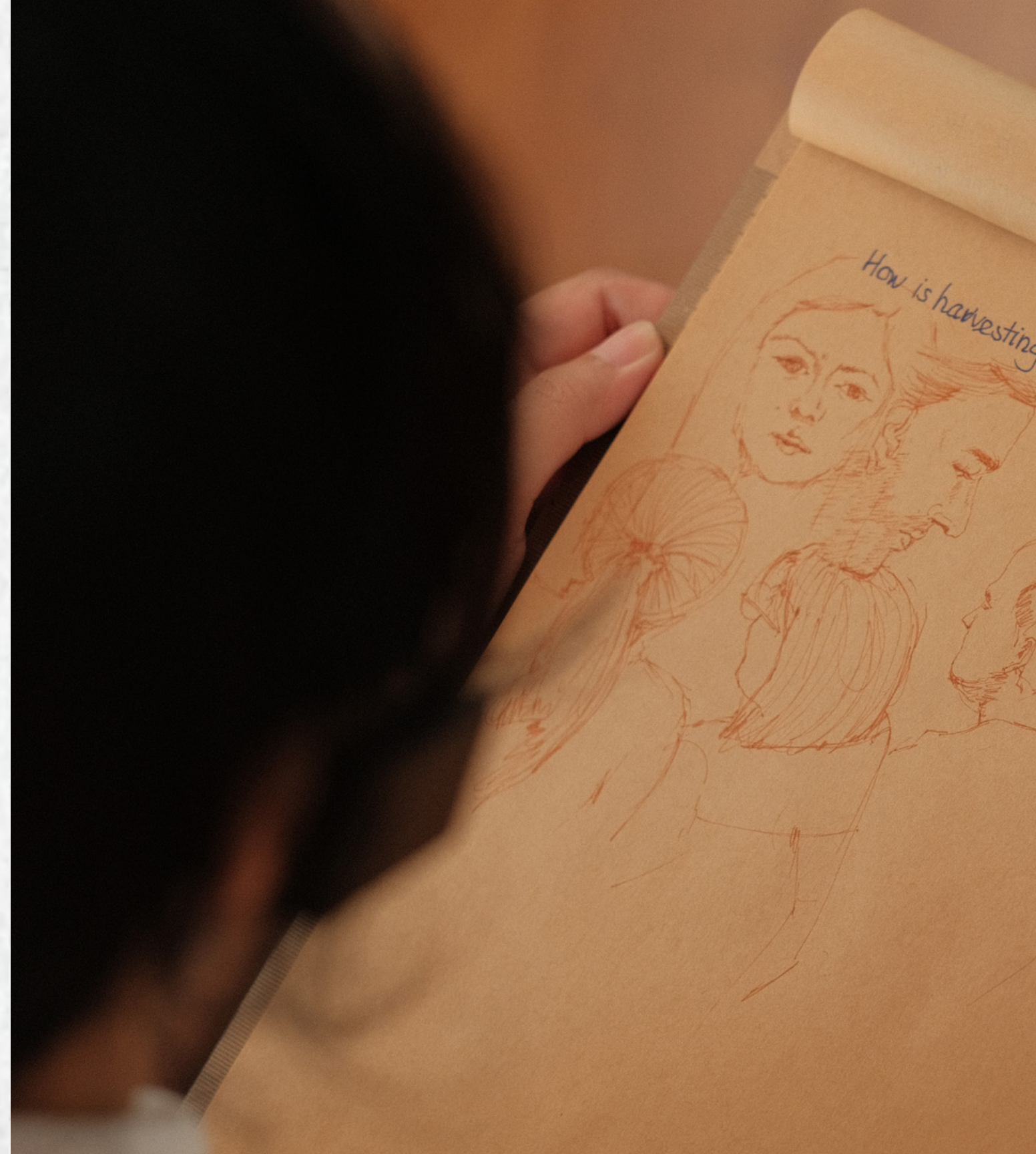
We explored this question through a process called **Fishbowl**, hosted by Trang and Nam.

It allowed us to choose when we wanted to be listening and harvesting (outer rim) or when we wanted to join the conversation (inner circle). It offered an opportunity to move into the rim of harvesting for the collective. Insights, decisions, actions from a conversation.

We intentionally practiced different forms of harvesting to stretch ourselves. As we came into the centre, we began by sharing our harvest, and then we joined the conversation.

Afterwards, we went back to our harvest to see what had been useful, to notice what had happened, to consolidate, and to have some alignment on the conversation that just took place.

Archana bravely volunteered to harvest the activity and share back with the group.





WHAT WERE SOME 'AHA MOMENTS' ABOUT HARVESTING JUST NOW?

- *Important for people to hear their groan, experience, feeling properly, to feel acknowledged and heard. Then, it can be flipped into future possible statements.*
- *"Yes, i know that".*
- *And what if we allowed ourselves the vulnerability of not knowing if it is useful?*
- *The snake is rising to the sky, she is looking down on us, and breathing laughing gas.*
- *I must get something nah, Harvesting doesn't need to be stressful and a burden. What if it was joyful?*
- *I was data listening. Trying to put it together in poetry. The moment finished. I lost my timing. To make something beautiful. Was it a waste of time? It can be harmful.*
- *What do we do with the data that is coming? I realise that I had a competitive mind. Stepping in helped me let go of that.*
- *Wow... that's no words.*
- *Technical information. It is important to catch exact data.*
- *Found myself observing at different levels of harvesting.*
- *Data level. The progress of people, the flow of conversation. Everything can actually be recognised.*
- *Vulnerability that I am putting something out there that is not perfect. Putting something out there without having to be deep, perfect...*
- *Courage to be vulnerable and imperfect. Won't be able to capture everything.*
- *When we show our pieces of harvest, we learn together.*



WHAT KIND OF HARVEST FROM OTHERS HELPED YOU WITH YOUR OWN LEARNING?

- *Showcasing each other. Not just because it is beautiful.*
- *I have more fun playing with words. Some words can have a rhythm and make a poem.*
- *Fun.*
- *It's ok to be inequitable in your harvest. I want to be fair. Some words, thoughts, and feelings evoke in me that others don't. Not what's said but what is evoked.*
- *Quick sketch. Not about being accurate. Being interpreted.*
- *What we experimented with was different. Using words instead of color, and shortened words to describe emotion and energy. When it goes up and down. Using a mind map. Celebrating breakthroughs. To create something new. Meaningful process.*
- *I saw creative ways of doing tangible ways of seeing, touching, and hearing. On the intangible harvest that we don't have words to describe. They encourage me to tear up my paintings after finishing. What is important is what is left in your heart.*
- *Sensing people's energy. I felt a lot of things I don't know how to describe in words.*
- *At this moment of tenderness, we are learning to be vulnerable and imperfect.*
- *What's left in the heart!*



CHECKOUT

We closed the day with a Circle hosted by Narayan, with the question:

“What is one gift you are taking from today that you would like to bring with you tomorrow?”

*Harvesting can be playful.
Ripple effect of creativity,
to balance between accuracy
Mirroring with hands,*

*Personal way, for collective weaving
Spirit of celebration and enjoy
what we have done
New ideas for me, tools from
everybody,
an opportunity to practice with color
and draw*

*I feel playful today
[it] Can be about the relation
I want to develop with others
Harvest can be for other people.*

*Planning for harvest
The value and practices
I can feel the importance of personal
harvest for conversations with conflict,
how can artistic forms of harvesting
help?*

*The spirit of welcome unknown, sense
emergence
Joy of harvesting
Dare to be imperfect, authentic, and
playful
Opportunity to experience different
layers of harvesting*

*Validating feelings
that harvesting should not be a burden.
Invitation
Harvesting, digest, breathe outcomes
Meta harvest, rich and beautiful*

*Be surprised
Playfulness
The joy of not being useful
What arises in my harvest I will hold
with love, celebration, and unknown*

*Be ok, its ok to be not so good
Gift of vulnerability in myself and
others*

*I am perfectly imperfect, and my
harvest is imperfectly perfect*

*Every sharing, every story, every
learning is someone's interpretation,
being inspired by a true story and
representing that true story.*

DAY TWO

(COLLECTIVE
HARVESTING



WELCOME & CHECK-IN

Paul welcomed us by walking us through the harvest from the day before and the flow of the day. And then we checked-in with the question:

What is a limiting belief, fear, or pressure that you want to let go of?

We wrote sentences, keywords and images on a dissolving paper.. Nam poured a bucket of water into the bowl and rang a bell.

We each stepped into the centre and offered our paper into the water, witnessing each other.

Our papers dissolved.

The water released the words.

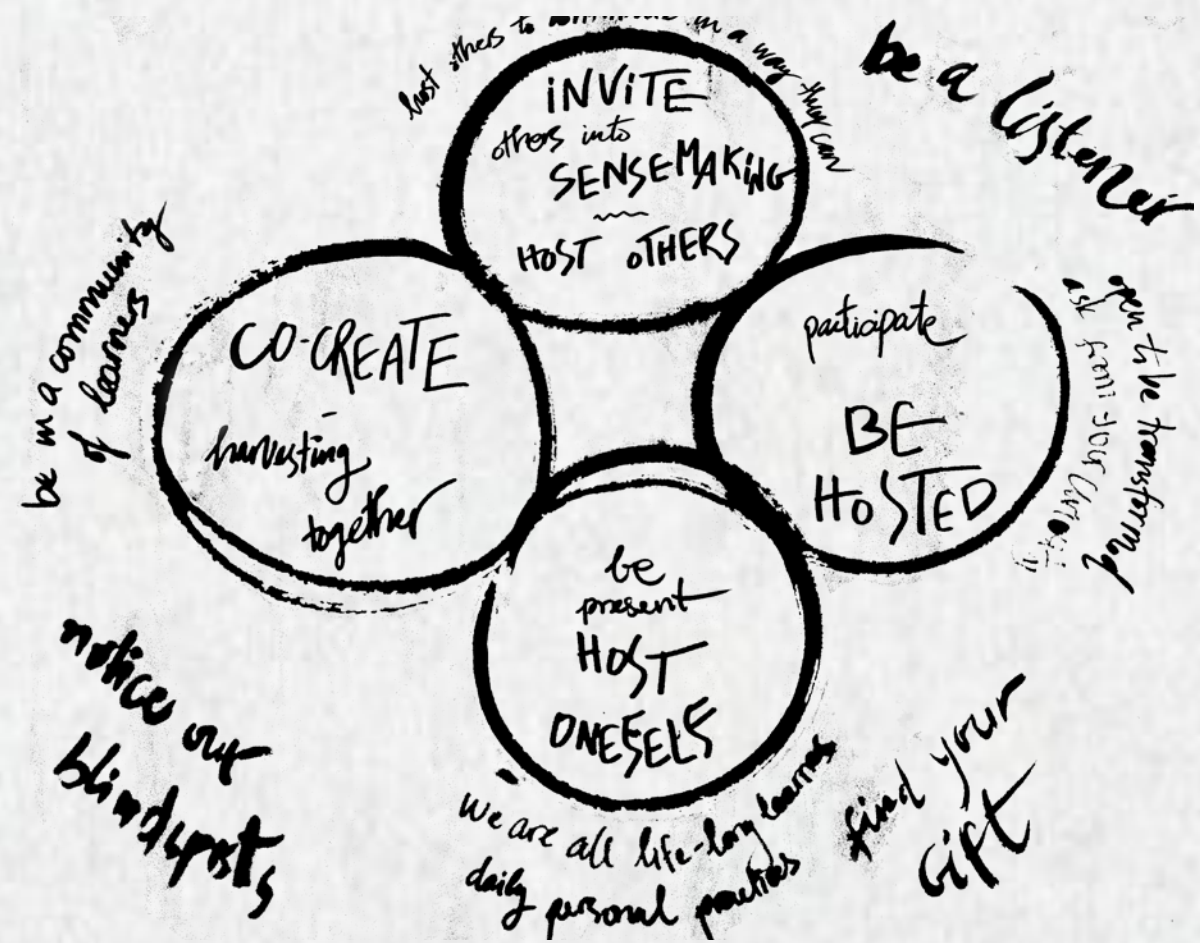


FOUR-FOLD PRACTICE

Nam and Narayan walked us through their reflections on the Four-Fold Practice through the lens of harvesting, bravely harvested by Trang using a Japanese brush for the first time.

What if we view harvesting through this lens as well?

Being a practitioner is a choice. Harvest can emerge and be celebrated and fed back into the group. From the capture of data to host of harvest.



- HOST ONESELF**
Be present and hold space for one's own fear and self-judgement, as well as the gifts they carry.
- BE HOSTED**
Participate in the harvest, offer clarity and question, be of service instead of an outsider.
- HOST OTHERS**
Invite others to sensemaking.
- COMMUNITY CO-CREATION**
Harvest and learn together.

KNOWLEDGE CAFÉ

With the intention of acknowledging our gifts, we step into the Knowledge Café, where the harvesting of strengths and practices in all of us can be surfaced and shared.

SEEING
SYSTEMS

SAMANTHA

IT HELPS TO TAKE
HARVESTING FROM
USING YOUR HANDS

VISUAL
FACILITATION
FOR DUMMIES

NARAYAN

WE ARE ALL VISUAL
THINKERS, IT IS NOT A
PRIVILEGE FOR SOME,
START AND START
GROWING.

MINDFULNESS
AND
MEDITATION

HUONG

THIS GROUP IS
ALREADY MINDFUL

BIG PAPER
PLAY

NAM

HARVESTING IS A PRACTICE
OF INVITING OTHERS
TO MAKE THE INVISIBLE
VISIBLE

QCT

ANITA

BE WITH
YOUR BODY

HARVEST
ZINE

TRANG

HARVEST ZINE

AI PROMPTS FOR HARVEST

PAVL

THE BABY BOX

JIMBO

STORY HARVEST

LINH

ORIGAMI

PAVL

PLAY WITH MUSIC

THAO

HARVEST EVERYDAY LIFE

KARINA

AI IS A HELPFUL TOOL,
BUT USE DISCERNMENT,
GREAT FOR CAPTURING
POST-ITS (STILL AN
EMERGING PRACTICE FOR
SENSEMAKING)

METAPHORS MAKE
HARVESTING EASIER

START WITH
ONE SENTENCE
TO SUMMARIZE
YOUR STORY

IT IS A LOVELY
METAPHOR OF SEEING
HOW THINGS
ARE FOLDED
INTO EACH OTHER.

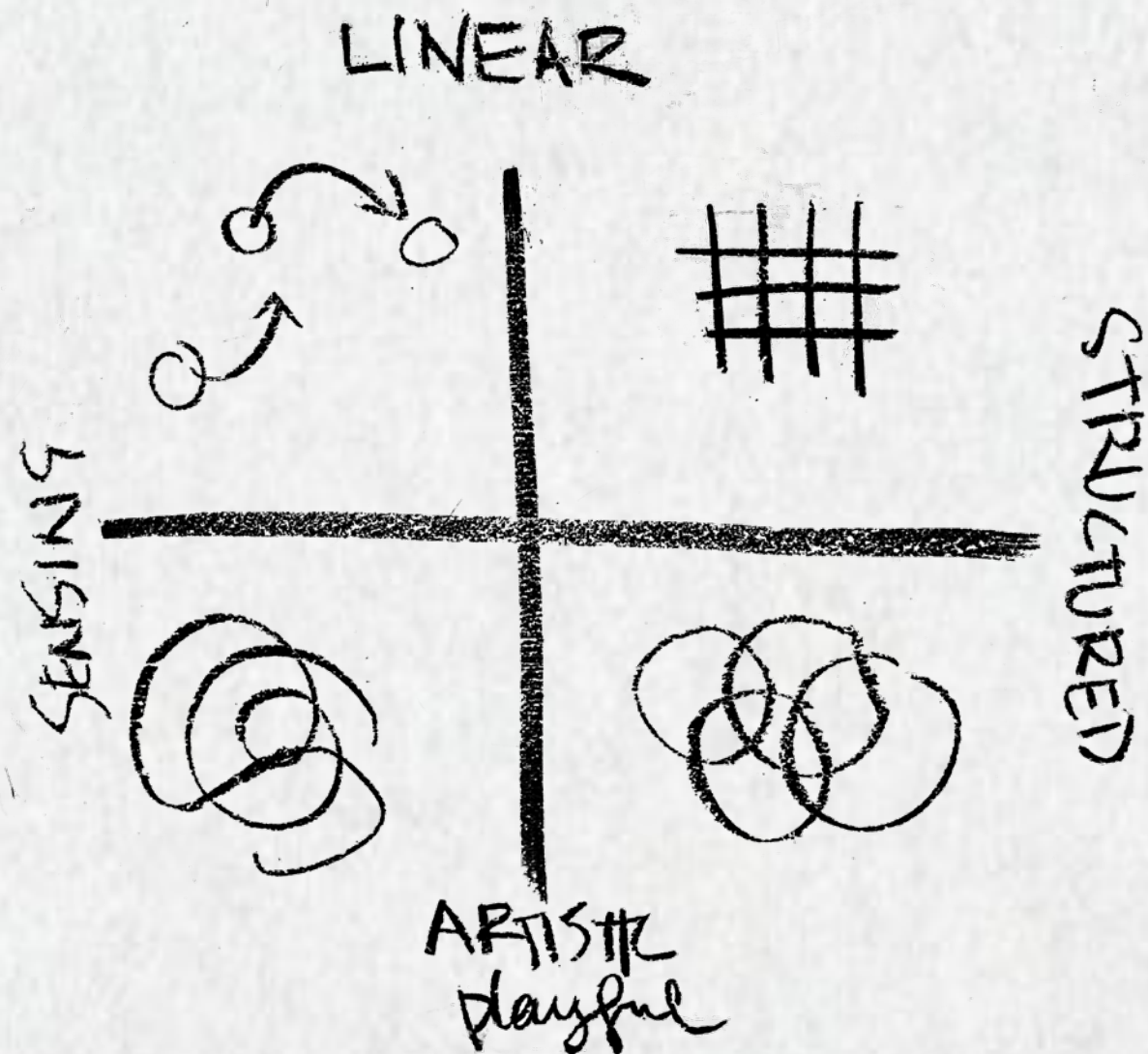
LISTENING AND TRUSTING
AND LET GO AND TRUST
THE VIBRATIONS THAT
WANT TO COME THROUGH
AND LET THE VOICE RISE

SOLIDIFY THE
MOMENT AND
HARVEST WITH
INTENTION

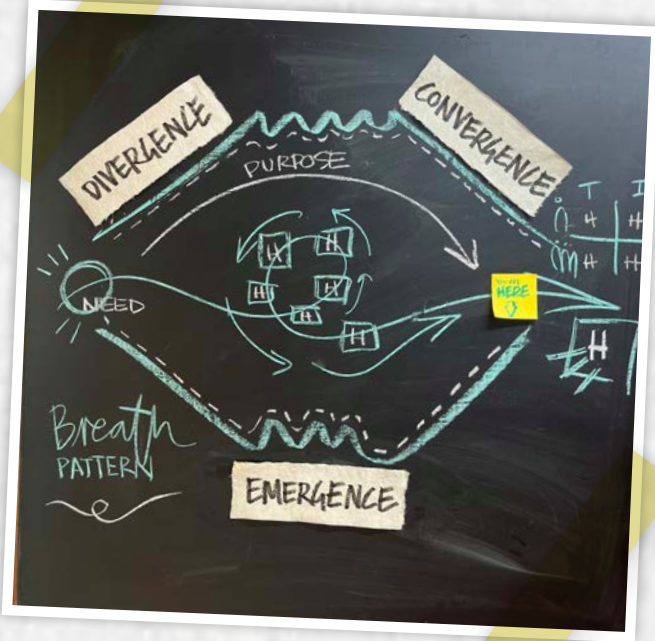


HARVESTING STRATEGY

Paul introduced us to a way to think about our harvesting methods.



We revisited the Breath Pattern and used it to rethink how each of the ways we had practiced harvesting could be useful at different moments of Divergence, Emergence and Convergence.

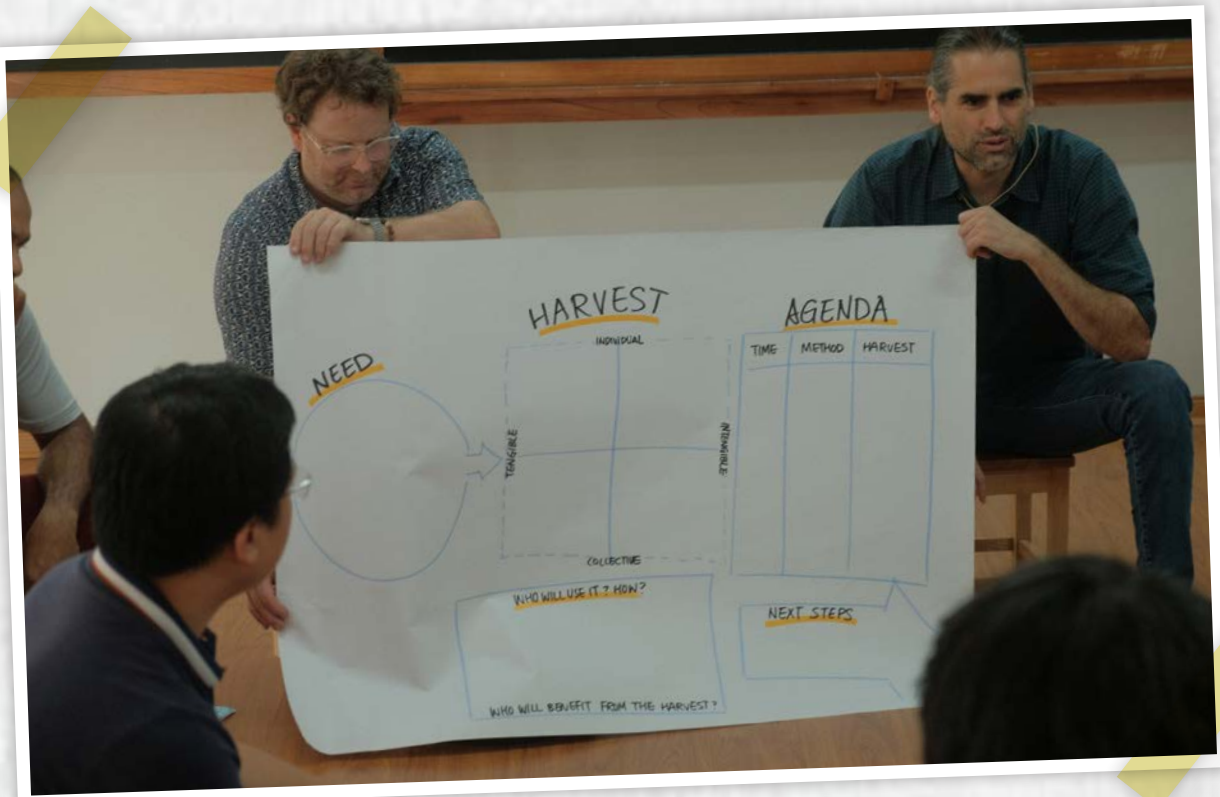


DESIGNING FROM HARVEST

6 brave souls stepped up to put their initiatives into a design from harvest process, hosted by Narayan and Linh.

We grouped into teams to help them with a three-round process that included them turning their backs for a moment while people offered thoughts and reflections as though they weren't there.

[Process and template adapted from Design for Wiser Action]





HOSTING THE HARVEST

Guided by Paul, we took a moment to reconnect with our own learning. Then we organised ourselves into small groups, based on harvesting modalities, to co-create a meta harvest of our learning arc of the last 2 days, reflecting on:

How do we bring knowledge and learning from the invisible/intangible into the tangible field?

How do we share evidence that knowledge has been transferred and transformed into learning? How do we as a group surface the insight?

NONSENSE
STORY-
TELLING

3D
REPRESENTATION

VISUAL
WORK/
MURAL
WORK

AI SONG
AND
VIDEO

POETRY
AND MUSIC

MOVEMENT





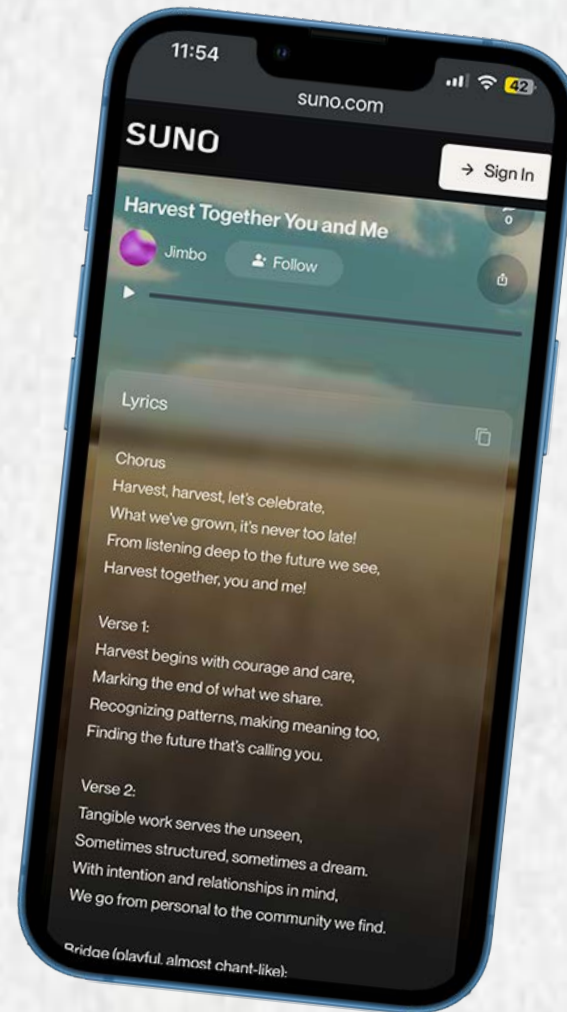
(Chorus)
Harvest, harvest, let's celebrate,
What we've grown, it's never too late!
From listening deep to the future we see,
Harvest together, you and me!

Harvest begins with courage and care,
Marking the end of what we share.
Recognizing patterns, making meaning
too,
Finding the future that's calling you.

Tangible work serves the unseen,
Sometimes structured, sometimes a
dream.
With intention and relationships in mind,
We go from personal to the community
we find.

Be vulnerable, don't be afraid,
To be useless, to dance, to play.
Dance around the layers, playful and
free,
Celebrating what's grown, together we
see!

Chorus (repeat):
Harvest, harvest, let's celebrate,
What we've grown, it's never too late!
From listening deep to the future we see,
Harvest together, you and me!



*Generated by Suma AI



Many colors, weathers, flavors,
From linear to artistic,
From structure to sensemaking,
How to use less words to say...

Our body's not keeping up with the brain,
And our brain's not keeping up with the heart,
What are we listening to in the silence...

*Generated by real people

...

Is it the wisdom to engage,
or the harmonica to play?

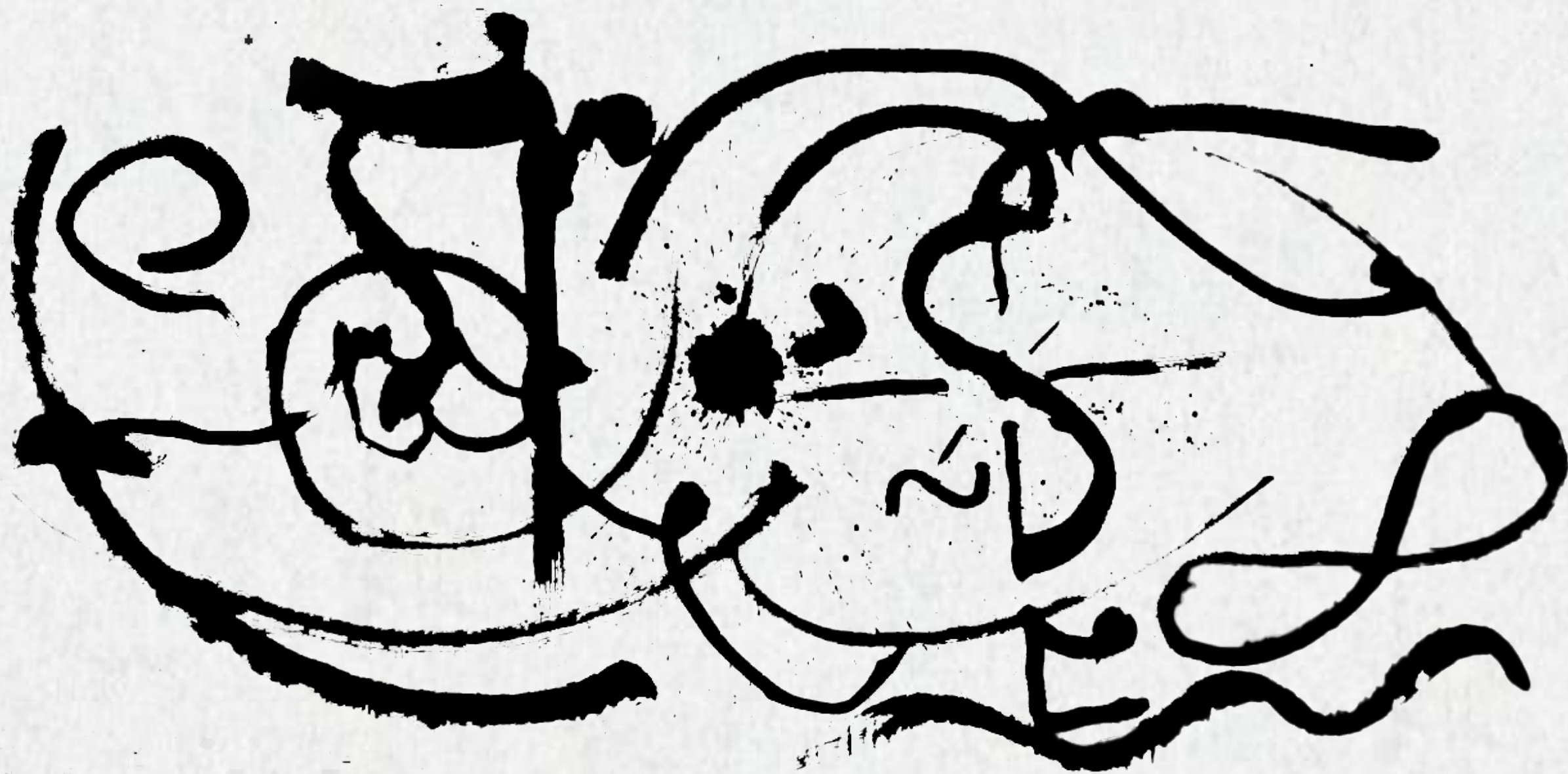


CHECKOUT – MAKING A MARK

We closed our time together with a collective ritual hosted by Paul.

One by one, we stepped into the centre, dipped the brush in the black ink, centered, and made a brush stroke. Letting go of perfection. Building on each other's work.







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