

The HARMONY Checklist

Run it the way a pilot runs his — before the event, not at the barricade.

H — Honour

See people, and let them know they are seen. Name the roles a gathering depends on and usually ignores — the sweeper, the nurse, the constable, the volunteer.

A — Aspiration

Give the gathering a purpose larger than itself. People who are reaching for something do not riot; they compete, build, and cooperate.

R — Ritual

Make it repeat. A gathering that happens once is an event; one that happens every Sunday is a relationship.

M — Music

Use rhythm and shared emotion. A crowd singing together is not a crowd looking for a fight.

O — Order

Design the structure and the flow — the safety lever, not the control lever. Signage, queues, marked routes, room to move.

N — Narrative

Give people a story they can inhabit. If you do not supply a generous one, rumour will supply a poisonous one.

Y — Yielding

Give ground on purpose — space, time, a small concession — to keep the larger peace. The leaders who cannot yield an inch lose the mile.

Seven levers, one word. Together they are a way to design a gathering that does not need placating.