



CONNECT

OFFER MECHANISMS BY WHICH PARTICIPANTS CAN CONTINUE THEIR JOURNEY



REFLECTIONS

THOUGHTS? FEELINGS? IMPRESSIONS? QUESTIONS?



DISCUSSION GROUPS

INVITE PARTICIPANTS TO STAY CONNECTED. PROVIDE TOOLS, RESOURCES, OR PLATFORMS FOR FURTHERING THE LEARNING (TOPIC-SPECIFIC) COLLABORATIVELY.



RECONNECT

IF YOU HOLD CONVERSATIONS OR SESSIONS ABOUT SPECIFIC TOPICS OVER TIME AND ENOUGH PEOPLE ARE INTERESTED, BRING THOSE PEOPLE TOGETHER (ACROSS "COHORTS") IN A CASUAL SESSION AT A LATER DATE. CREATE A COMMUNITY OF BRIDGE BUILDERS.



NOTES: _____



PURPOSE

**SET THE STAGE FOR A
SUCCESSFUL CONVERSATION**



WHY ARE WE HERE?

EXPLAIN THE PURPOSE OF THE CONVERSATION.
SET THE TONE YOU WANT TO HOLD STEADY THROUGHOUT.
(EXAMPLES: VULNERABILITY, CURIOSITY, GRACE, OUTCOME-FOCUSED.)



GROUND RULES

SET GROUND RULES THAT PROTECT THE IDEAS AND THE PEOPLE.
(EXAMPLES: LISTEN TO UNDERSTAND. INTERROGATE IDEAS,
NOT PEOPLE. HOLD TRUTHS LIGHTLY. KEEP PURPOSE IN MIND.
SILENCE AS SAFETY IS ACCEPTABLE.)



DESIRED OUTCOMES

ASK EACH PERSON PRESENT WHAT THEY HOPE TO GET OUT OF THE TIME
TOGETHER AND WRITE IT WHERE EVERYONE CAN SEE IT TO REMIND YOU
WHY YOU'RE THERE. REFER TO IT AS NEEDED.



NOTES: _____



EXPLORE

**THOUGHTFULLY DRAW OUT PERSPECTIVES
TO UNDERSTAND THE CHALLENGES AT HAND**



INSIGHT OUT

USE CONCERNS, FRUSTRATIONS, DELIGHTS, PREFERENCES MODEL TO MANAGE HIGHLY CHARGED CONVERSATIONS - LET PARTICIPANTS WRITE FIRST, SHARE LATER. IF NOT SAFE, COLLECT THOUGHTS, READ THEM OUT LOUD, THEN ASK FOR ADDS. WHAT CONCERNS YOU? FRUSTRATES YOU? WHAT IS WORKING? WHAT DO YOU WISH WERE TRUE?



PROMPTS

ASK PEOPLE TO COMPLETE PROMPTS TO DRAW OUT CONCERNS. (EXAMPLES: I'M SADDENED BY, FRUSTRATED BY, CONFUSED BY, FEEL MARGINALIZED BY, FEEL DIMINISHED WHEN, FEEL ANGRY WHEN...)



FREEDOM

IF COMFORTABLE, SHARE ASSUMPTIONS AND ALLOW PEOPLE TO VALIDATE OR INVALIDATE THEM. (EXAMPLES: "IT SEEMS X," OR "I'VE HEARD Y.") ASK IF X OR Y RESONATE AND WHY/WHY NOT.



NOTES: _____





IMAGINE

**USE THE CREATIVE POWER IN THE ROOM TO IMAGINE
A BETTER FUTURE... TOGETHER**



ENVISION

ASK PEOPLE TO DESCRIBE WHAT GREAT LOOKS LIKE, ACCORDING TO THE PURPOSE OF THE CONVERSATION. USE WORDS, PHRASES, ADJECTIVES, EMOTIONS. WRITE IT DOWN AS THEY SHARE.



BEHAVE

ASK WHAT NEW BEHAVIORS YOU WOULD HAVE TO EMBRACE TO MAKE THE DESCRIPTION A REALITY. WHICH EXISTING BEHAVIORS WOULD YOU NEED TO INCREASE? IF RELEVANT, ASK THE "STOP DOING" QUESTION. WRITE DOWN ANSWERS.



NEEDS

ASK EVERYONE, INDIVIDUALLY, WHAT THEY WOULD NEED IN ORDER TO BEHAVE IN THIS NEW WAY. (EXAMPLES: INFORMATION, GRACE TO MAKE MISTAKES, RESPECT, MENTORSHIP, ETC.)



NOTES: _____



COMMIT

INVITE PARTICIPANTS TO COMMIT TO A NEW AND IMPROVED REALITY



COMMIT

ASK EACH PERSON, "WHAT ARE YOU PERSONALLY WILLING TO COMMIT IN SERVICE OF OUR SHARED VISION?" THIS IS A STATEMENT EXERCISE - NO DISCUSSION NEEDED. SIMPLY VALIDATION.



WHAT'S NEXT?

ASK WHAT THEY BELIEVE SHOULD HAPPEN NOW? WHERE DO WE GO FROM HERE? CAPTURE IDEAS. ASK IF ANYONE IS WILLING TO HELP IMPLEMENT THE IDEAS.



DESIRED OUTCOMES

ASK GROUP - WHAT CAN WE DO DIFFERENTLY TOMORROW? THE NEXT DAY? THE DAY AFTER THAT? WHO DO WE WANT TO BE LEAVING THIS SPACE?



NOTES: _____

