

The following protocol is designed to be used by a group of role-alike people who wish to share dilemmas that have a common nature. To ensure getting to all steps of the process, timing should be determined prior to starting and followed tightly. This protocol is most appropriate for groups of 3 - 7

1. Introduce the Protocol (2 minutes)
2. Individual preparation of the dilemma: Participants should briefly write down the dilemma they wish to share. Knowing that the presentations will be brief, preparations should note the key people involved, the core of the dilemma, any decisions already made, and a question for the audience that specifically identifies the feedback that is desired. (three minutes)
3. First Presentation: The first presenter gives his or her presentation. Participants listen without interrupting. (3 minutes)
4. Clarifying Questions: These are questions to understand either what has been presented or what the presenter wants from the participants in terms of feedback. (2 minutes)
5. Participant Feedback: Participants quickly share ideas to solve or better understand the dilemma. Knowing that time is purposely short, people should get directly to their point. The presenter is “relatively” quiet choosing to participate only when necessary or desired. Both presenter and participants should note potential commonalities they are hearing across the presentations. (8 minutes)
6. Presenter Response: The presenter provides a final thought. (2 minutes).
7. Repeat steps three through six: Repeat these steps as many times as necessary to give each participant a change to present a dilemma.
8. Summary Conversation: What patterns did we see across the dilemmas? What does this say about our work or how we move forward with our work? (5 minutes)
9. Debrief the Protocol