

DEFINITION OF DIALOGUE

“...a new kind of mind begins to come into being which is based on the development of a common meaning...People are no longer primarily in opposition, nor can they be said to be interacting, rather they are participating in this pool of common meaning, which is capable of constant development and change.” DAVID BOHMOn Dialogue

DEFINITIONS

- **DIALOGUE**
 - From the Greek *dialogos*
 - *Dia* means “through” or “with each other”
 - *Logos* means “the word” or “the meaning”
 - “meaning flowing through”

DEFINITIONS

- **DISCUSSION**
 - From the Latin *discutere*
 - “to smash together”
- **DEBATE**
 - From the Latin *de + battere*
 - “to beat down”

DIALOGUE AND DISCUSSION

- **DIALOGUE**
 - **COLLABORATION**
 - **EVERYBODY WINS**
 - **SEEKS A RICK GRASP OF COMPLEX ISSUES**
 - **COMPLEX ISSUES EXPLORED**

DIALOGUE AND DISCUSSION

- **DISCUSSION**
 - **COMPETITION**
 - **GOAL IS TO WIN**
 - **SEEKS AGREEMENT AND/OR VICTORY**
 - **DECISIONS MADE**

GUIDELINES FOR DIALOGUE

- **Speak from Experience**
- **Listen as colleagues**
- **Suspend assumptions**
- **Respect the speaker**
- **Defer the need for clarification**
- **Focus on the learning**

DIALOGUE PROCESS
A Guide to Facilitation

- **Create a sacred space**
- **Set the guidelines**
- **Offer the issue for exploration**
- **Share the stories**
- **Listen as Colleagues**
- **Close the dialogue**
- **Reflect on the learning**

ACTION DIALOGUE
The 3-D Model

- **Dialogue**
 - **Process of establishing sacred space and a flow of meaning**
 - **Focus is on the learning rather than specific outcomes**

ACTION DIALOGUE
The 3-D Model

- **Discovery**
 - **Process of using dialogue to explore and create deeper levels of inquiry**
 - **Focus is on collective learning and the establishment of direction for further deliberation**

ACTION DIALOGUE
The 3-D Model

- **Decision**
 - Process of moving from inquiry to deliberative action
 - Focus is on using dialogue and discover for collective decision-making

ACTION DIALOGUE
THE 3-D MODEL

- **Discovery**
 - Begin with a general theme that emerged from dialogue
 - Have each person reflect on the theme and develop his/her own response, sharing these one by one

ACTION DIALOGUE
THE 3-D MODEL

- Enlist members of the group to listen and respond to each response through drawing or writing their associations on a shared newsprint

ACTION DIALOGUE
THE 3-D MODEL

- Reflect collectively on the deeper place of inquiring that emerges and write a single question from the group
- Switch–repeat–select

ACTION DIALOGUE
THE 3-D MODEL

- **DECISION**
 - Conduct a dialogue on the question that was selected collectively from the Discovery process
 - Have members offer “SMART” ways to address the issue of inquiry

ACTION DIALOGUE
THE 3-D MODEL

- **Decision**
 - Use all guidelines except “speak from experience” in the decision dialogue
 - Document the different approaches
 - “SCAMPER” the responses

ACTION DIALOGUE
THE 3-D MODEL

- **Decision**
 - Get a group consensus when time is limited
 - Ask for commitments for action

WHY DIALOGUE?

- Allows “meaning to flow through”
- Permits depth based on the groups readiness
- Works (best) as an adjunct to other methods
- Becomes more group centered over time

WHY DIALOGUE?

- Gives means to explore complex and conflicted issues
- Puts a pause on the need to find the answer
- Creates (safe) and sacred space
- Can be one-time or ongoing process

Sample Issues
Explored through Dialogue

- **History of an organization**
- **Roles and responsibilities**
- **Procedural dilemmas in the work place**
- **Vision for the organization's future**

Sample Issues
Explored through Dialogue

- **Perceptions of the "other" in organizations and diversity training**
- **White privilege within white groups**
- **Organizational restructuring (and feelings about restructuring)**

Sample Issues
Explored through Dialogue

- **"The Oppressor Within" among diversity trainers**
- **Organizational restructuring (and feelings about restructuring)**
- **"The Oppressor Within" among diversity trainers**

SAMPLE OF ADJUNCT USES

- **Strategic Planning**
- **Future Search**
- **Conflict**
- **Needs Assessment**
- **Focus Groups**
- **Team Projects**
- **Community Building**

SAMPLE OF ADJUNCT USES

- **Facilitated Discussion**
- **Creative Problem Solving**
- **Leadership Training**
- **Prejudice Reduction**
- **Gender Role Awareness**
- **Diversity Training**
- **Class Projects**

Dominant and Subordinate Relationships

- "Simply put, we are not in conflict because of our racial, ethnic, gender, religious, and other differences. Conflicts related to those differences are real but minor. We are in conflict because these differences are structured in relationships based on dominance. Dominance is the root of the conflict, not the differences. The differences between us could be worked out rather easily without the dominance-subordination structure and conditioning in which they are imbedded."
 - › Roberto Chene
 - › Southwest Center for Intercultural Leadership

CHAOS TO COMMUNITY

- **We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now...This may well be mankind's last chance to choose between chaos or community."**

» Martin Luther King, Jr..

For More Information:

- **Contact Adele January:
(518) 486-4325**
