

AI TO FREE COLLECTIVE ASPIRATIONS



Session Leader Guide

The collective “wisdom of the crowd” is more powerful than each individual wisdom. By using the basic principles of Appreciative Inquiry, we collect the positive wisdom to free our full human potential and build a shared commitment of our collective ambitions of behaviors connected to our desired values. You can use any values you desire to clarify with this tool.

PURPOSE

To surface and define the teams desired values behavior through a co-creating positive dialogue.

OBJECTIVE

At the end of the session have a shared view of the behavior we expect and want for each of our core values.

TIME

The estimated time for this exercise is approx. 2 – 3 hours.

BEFORE THE SESSION

1. Anchor the decision to do the exercise in your team.
2. Select participants and book a meeting room.
3. Decide whether you should prepare yourself or use a guest speaker to introduce the workshop and/or create the right atmosphere.
4. Send out an invitation, communicate purpose and objective, when, where, and who.
5. Select the slides you intend to use. Look for ideas and select the supporting slides at www.valuescentre.com/getconnected.
6. Make sure the meeting room is ready with all the material needed.
7. If you intend to use a meeting evaluation or reflection, have it prepared in advance (see page 172).
8. Try to come at least 20 minutes before everyone else.
9. Write the Purpose, Objective and Agenda on a flipchart so that everyone can see it during your whole session.

DURING THE SESSION

1. Present the Purpose, Objective and Agenda of the meeting. Highlight when you intend to end the meeting. Ask if everyone will be able to stay for the whole meeting.
2. Ask the manager to express his/her personal view on how important it is for each participant to clearly understand and articulate their view.
3. Introduce the exercise by sharing the steps to be taken. Make sure everyone understands the exercise. Allow time for questions and concerns.
4. Make sure everyone gets the opportunity to voice his or her view. Be assertive and probe for questions. Remember, the process is as important as the outcome.
5. Conclude the exercise with a shared reflection of the experience and learnings.

AFTER THE SESSION

1. Make sure actions are taken to meet the expectations of the commitments done at the meeting.

Agenda

(proposal and facilitator notes)

<p>1. Introduction</p> <p>Go through Purpose, Objective and Agenda. Be open for questions and concerns.</p>	10 min
<p>2. Select Value</p> <p>Select the value to focus your attention on. The exercise “Team Core Values and Behaviour” or “From CVA to Action” could be used to identify your values. You could also choose to work with one of your company espoused core values.</p>	20 min
<p>3. Story telling</p> <p>Divide your team into breakout groups; ask them to share their personal stories about a time when they felt that our team or another company where they have been working displayed a strong sense of the value you have chosen. Make your description as lively as possible. Think of questions like:</p> <ul style="list-style-type: none"> • What was the situation? • What were you doing? • Who was with you? • What was happening? • How did the ability of your organization to develop a strong customer centricity make you feel? • What was the most memorable aspect about this experience? <p>Give details.</p>	45 min
<p>4. Imagine</p> <p>Imagine a time 5 years from now when everyone working in this team is a living example of your chosen value, either internal or external. Describe what would be happening in the team or in your organisation. What would it feel like? What would it look like?</p>	30 min
<p>5. Define concrete behaviour/actions</p> <p>Within each breakout-group, what does the above teach you on:</p> <ul style="list-style-type: none"> • What this value means for your work in your team and why it is important? • Define: how will you operate (differently) to role-model this yourselves in the current environment in terms of your behaviour? • Define some concrete goals/ steps/ actions, which you want to take in order to bring this value across more? 	30 min
<p>6. Share and agree follow up</p> <p>In plenary: Share with the other groups your outcomes from step 5 and have dialogue about it. Appoint a “value-coordinator” to hold each other accountable for this in the coming months up to an evaluation point.</p>	30 min
<p>7. Whole Group Reflection</p> <p>Have the group reflect on what was the major thing they learned and took away from this exercise?</p>	15 min

HANDOUT

Appreciative Inquiry	
VALUE: SPECIFICS	BEHAVIORS