



(473k)

A BELONGING EXPERIENCE

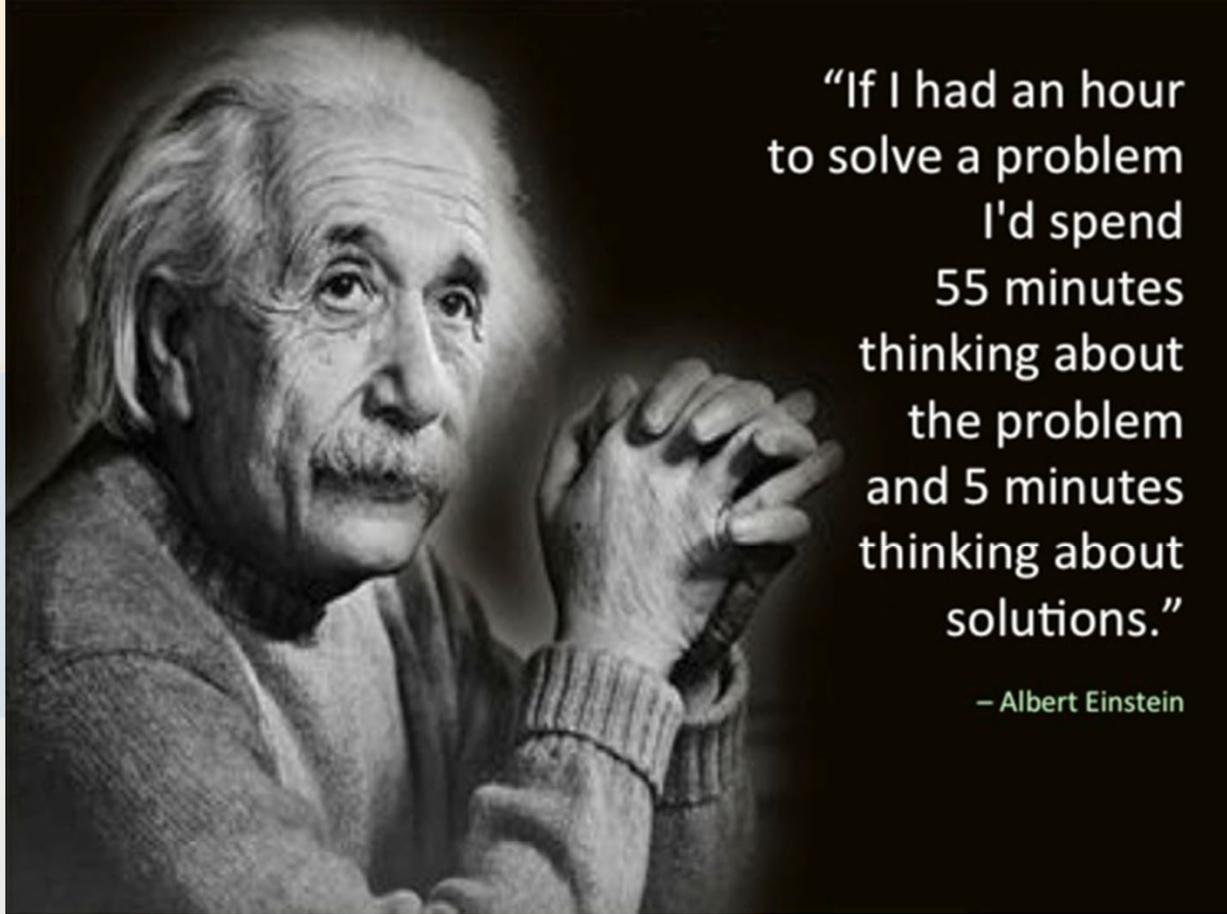


A Fresh Start:
*Giving Programs and Events a
Belonging Makeover*

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A BELONGING EXPERIENCE



Using the materials on the tables, create an image that represents belonging in your organization's events and programs.



“If I had an hour
to solve a problem
I'd spend
55 minutes
thinking about
the problem
and 5 minutes
thinking about
solutions.”

– Albert Einstein

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Step by Step – Makeover Guide

Mins

3

The presenter gives an overview of the situation / dilemma and charts a **focusing question**

4

The group asks **clarifying questions** of the presenter
Questions with brief, factual answers!

5

The group asks **probing questions** to expand thinking and perspective

6

The group (without presenter) **talks about the situation** – refrain from solutions!

4

Redesign – Keeping the 10 Principles in mind, share ideas to redesign the situation (Without the presenter)

3

The presenter **reflects back and shares** their thoughts and any next steps they may take

Presenting the situation / dilemma

3 Mins

The presenter gives an overview of the dilemma and charts a **focusing question**

- The overview should provide as much background information as possible:
 - Describe the situation - Who was involved (what roles)? What were your goals?
 - What happened?
 - What was the desired outcome?
 - What's preventing you from getting there?
 - How do they impact the organization?

The question needs to be framed very carefully, really focusing on what the presenter wants to get out of the makeover.

Clarifying Questions

4 Mins

Clarifying questions are questions with brief, factual answers!

The group asks **clarifying questions** of the presenter (Questions with brief, factual answers!)

- Is this what you said...?
- Did I hear you say...?
- Did I understand you when you said...?
- What's another way you might...?
- Did I paraphrase what you said correctly?
- I'd be interested in hearing more about...
- If you'd give me an example of...so I can be sure I understand?
- So, are you suggesting that...?
- Tell me what you mean when you say...

Probing Questions – Examples

These questions are designed to help the presenter clarify and expand their thinking about the dilemma, to gain insights

5 Mins

The group asks **probing questions** to expand thinking and perspective

- Why do you think this is the case?
- What would you have to change in order for...?
- What do you feel is right in your heart?
- What do you wish...?
- What's another way you might...?
- How was... different from...?
- What was your decision making process?
- If you were _____, how would you see this situation?
- What if time, money, etc. were not an Issue?
- What is the best outcome in this situation?
- When have you done/experienced something like this before? What happened then?
- What do you assume to be true about...?

Possible questions to frame the discussion:

The group (**without presenter**) talks about the dilemma presented – refrain from solutions!

6 Mins

- What did we hear?
- What didn't we hear that might be relevant?
- What assumptions seem to be operating?
- What questions does the dilemma raise for us?
- What do we think about the dilemma?
- What might we do or try if faced with a similar dilemma?
- What have we done in similar situations?

Reflect and Redesign

Share ideas – what might you do to redesign the event or program?

4 Mins

Redesign – Keeping the 10 Principles in mind, share ideas to redesign the event or program you just heard about.

The presenter listens and takes notes.

Next Steps

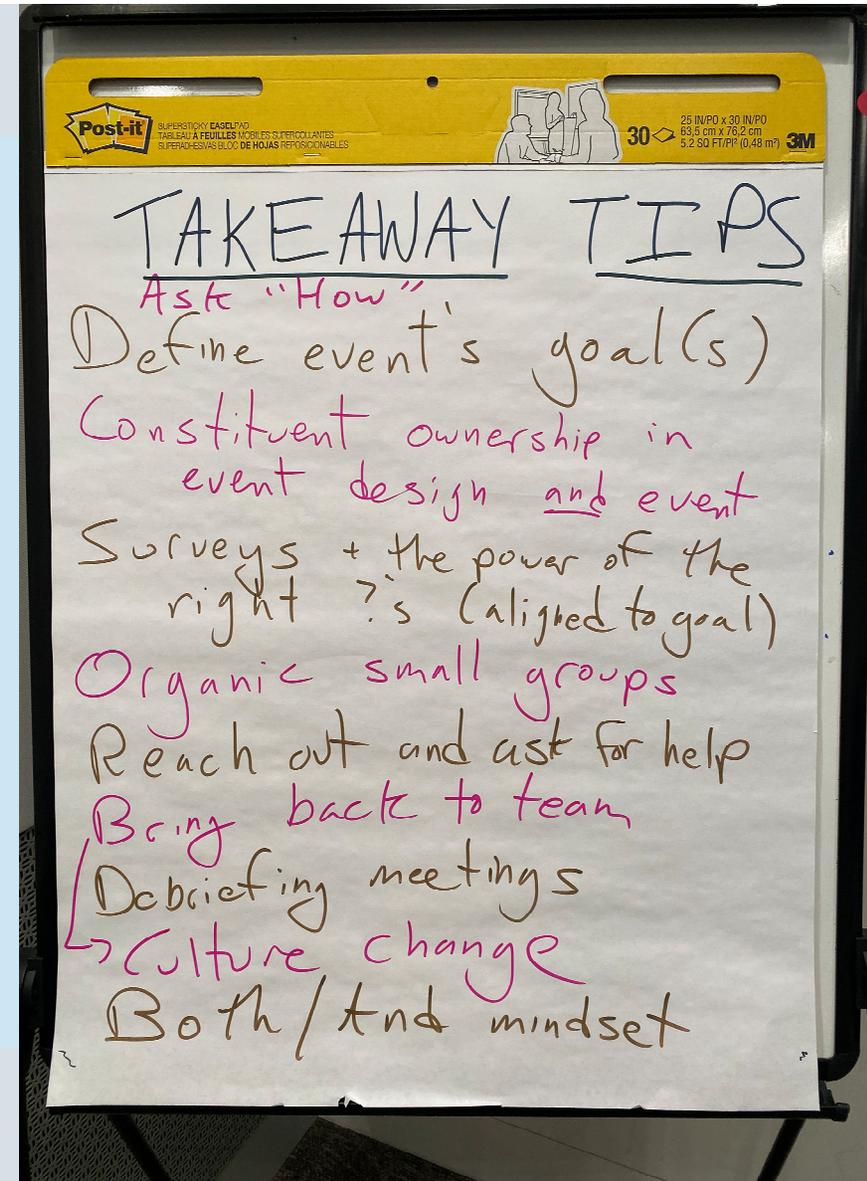
The presenter **reflects back and shares** their thoughts and any next steps they may take

3
Mins

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Giving Programs and Events a Belonging Makeover



What is your WISDOM?

(**What I Should Do Differently On Monday**)

