

MALTA TUESDAY 19 OCTOBER 2021: APPRECIATIVE INQUIRY

Tuesday 19 October 2021

I will do an 'all hands briefing' in the foyer area (only place they can all be together) at **08.30- 08.45 latest** which will let them know what to expect and will allow us to save a bit of time. This will primarily be about the Appreciative Inquiry A3 board and our process this morning. Finally, I will remind them that everything they did yesterday is still relevant in terms of thinking and ideas for today.

David has the small room, Andy, Fiona, Calum in the big room. All groups have 10 people.

Overview: The morning will use the A3 AI CIRCLE boards to work our way around the 4D cycle and the afternoon will focus on the co-creation of the A1 Vision Boards. I have decided to put the categories onto the boards on the MONDAY night before we leave. As per the 'draft vision cards'

SESSION	RESOURCES	GUIDANCE
08.50-09.00 Checking In		<p>Ask everyone to put their name on the top right of the board and you do the same. I think you use the board as you normally would to note themes- you will pass your board to the THEMES group in the afternoon. This does not mean it is the finished article but merely that they have it as a resource.</p> <p>Very quick check-in.</p> <p>Introduce yourself and share something about yourself that might surprise the group.</p> <p>A quick reminder at the end that check-in activities can be fun as well as more serious and reflective like yesterdays.</p> <p>10 minutes</p>
09.00-10.05 DISCOVERY	A3 Boards and Black Permanent Pens	<p>DISCOVERY</p> <p>As we would normally do it.</p> <p><i>Tell me about a time when you were able to provide a person-centred service through listening?</i></p> <p>For now, leave the parts about uniqueness and impact.</p> <p>Give everyone a few minutes to think about a story they want to share. Then proceed with the question as normal and let everyone know they have 2/3 minutes each to respond</p> <p>40 minutes maximum</p> <p>UNIQUENESS and IMPACT THEMES</p> <p>Might be helpful to give an example of something you heard as a theme to get them started.</p> <p>Now ask them to take their board and to record their observations about the themes that they heard about UNIQUENESS and IMPACT No conferring, write directly onto the board.</p> <p>10 minutes</p> <p>Process by asking person one to share something on uniqueness/person 2 and impact and so on – ask them to add to their own lists as the conversation goes around.</p> <p>15 minutes maximum</p> <p>Let them know this forms the basis of the next session</p>

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10.05-10.30 DREAMING	A3 Boards and Black Permanent Pens	<p>DREAMING</p> <p>Remind them that the DREAM is built on the BEST of Now not BLUE-SKY THINKING.</p> <p><i>It is rocket fuel on the present and recent past, it is about what if the best day was every day?</i></p> <p>Important to remind them that the themes they come up with need to be able to be linked to the stories from the previous session</p> <p>Invite them to complete the next part with the person on their right</p> <p>First ask them to swap boards. The interviewer makes notes of what the interviewee says on the interviewee's board and then returns it after the session.</p> <p>They are interviewing each other using the 3 questions on the Dreaming part of the 4D model.</p> <p>3 minutes to brief it out.</p> <p>20 minutes for the conversation and recording 10 minutes each way – they will need to keep an eye on the time – as will we</p> <p>2 minutes explain that they will be coming back all of this in the afternoon.</p>
10.30-10.50	COFFEE BREAK- 15 minutes- Go for coffee when you are finished	

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<p>10.50-11.30 DESIGN</p>	<p>A3 Boards and Black Permanent Pens</p> <p>Post-its</p> <p>Labelled Flipcharts</p>	<p>DESIGN</p> <p>Important to remind them that the ideas they come up with need to be able to contribute to the Dream that they described in the previous session and be aligned to the overall topic from the strategy</p> <p>LEGACY: ANDY</p> <p>COMPASS: FIONA</p> <p>COMMUNICATION: DAVID</p> <p>TEAMS AS COMMUNITIES: CALUM</p> <p>I will have talked through the board in the morning and outlined the 3 types of ideas. They should be thinking about what they have learned on this programme as possible 'ideas'.</p> <p>GREEN -EASY WIN- Can happen now</p> <p>PINK- MAD HATTER- Outsider</p> <p>ORANGE – ROLLS ROYCE- Significant change</p> <p>3 minutes to brief it out</p> <p>They have 9 minutes, 3 minutes per type of idea. It's fast moving and suggest you use the timer on your phone. They write it on their board and on the post-it notes on the back of their board. One idea per person per category</p> <p>12 minutes to here</p> <p>You will have 3 flipcharts with the 'ideas' headings.</p> <p>Ask the group to post their ideas on the appropriate flip.</p> <p>Appoint 3 people (I have shown my suggestions shaded on the register). to lead the sorting of the ideas, clustering and theming and naming the ideas- removing anything that needs additional resources.</p> <p>15 minutes</p> <p>2 minutes to hear from each ideas group about where they have ended up- nominated person feedback- on the outcome not the process.</p> <p>6 minutes</p> <p>Finally, everyone has 3 stars and they should use these to vote on an idea on each flipchart.</p> <p>5 minutes max</p> <p>Make some sense of the voting in what ever way works. There may not be clear winners and that's fine</p> <p>10 minutes max</p>
<p>11.40-12.00 DESTINY</p>	<p>Self-Reflection</p>	<p>Given the previous process – invite everyone to record:</p> <p>Something they could do now.</p> <p>Something that could be an experiment over the next 3 months.</p> <p>20 minutes</p> <p>A quick reminder that we will be coming back to all of this after lunch</p>

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SESSION	RESOURCES	GUIDANCE
12.00-13.00	LUNCH	
<p>Before we go for lunch we should set the A3 boards on chairs or wherever they will be visible- spaced out! We also want to make sure that there are flipchart sheets for each group, the pens that match the graphic and that the flipchart stand with the A1 graphic is secure and visible.</p>		
<p>13.00-13.15 Briefing the task I think in retrospect it's better if we each do this with our own groups.</p>	<p>A1 Boards Draft Graphic Guidance Cards</p>	<p>DESTINY Firstly, sort your group into 3 smaller groups- I think random is the easiest way to do this. This should mean that the themes group get 4 and the others 3 which is good as the themes group have the most to do. G1=THEMES/G2=IDEAS/G3=COMMITMENTS Ask them to move together in 3 clusters Issue the generic guidance document (one per person) Page 1 only 'Begin with the end in mind' 2 minutes Ask them to read through this page Take questions on this part only Issue each group with their specific guidance as below and one copy of the 'draft graphic' per group. Please note the draft graphic shows the spaces for all the responses not just their group. G1=PAGE 2 G2=PAGE 3 G3=PAGE 4 Explain that they should work through this in sequential order and that you are available at any point in the process to answer questions, provide clarification etc. Let the overall group know that the small groups will finish at different times No more than 15 minutes for all of this section</p>
<p>13.15-14.25 No formal break so manage that for themselves</p>	<p>A1 Boards Guidance Cards</p>	<p>I have managed the activity for the 3 groups so that they arrive at the board at different times. G2 will arrive first after 25 minutes G3 will arrive after 35 minutes G1 will arrive after 45 minutes Fingers crossed, possibly no one will die if it doesn't work! See Guidance Card for detail</p>
<p>14.25-15.05 Presentations</p>		<p>Each group will have 10 minutes to make their presentation to the other 3 groups- no idea how this will work until we have a handle on what is allowed. Might be back in the foyer again- dealing with emergence.</p>
<p>15.05-15.30 Appreciation and close</p>		<p>Hopefully some BIG WIG is there and we give them and Rita a space. I will close by letting everyone know that all of the work will now be part of the developing Strategy on the Website.</p>