

FACILITATED DIALOGUE





uncover, discuss, and work through issues that are negatively affecting individuals and impacting the overall functioning of the group. The facilitated dialogue process is highly customized to meet the unique needs of each client; however, the process typically involves the following phases:

Facilitated dialogue allows groups of any size to

Phase I: One-on-One Meetings



each person an opportunity to share their perspective in a safe environment. Facilitators listen carefully, ask questions, and look for themes to be addressed during the group dialogue.

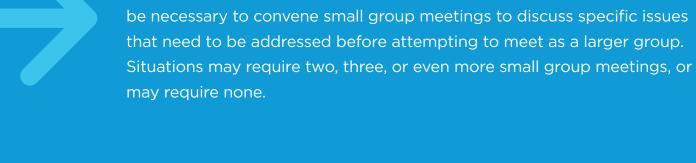
Facilitators meet with individuals one-on-one to give



Small Group Meeting(s): Based on individual meetings, it may

and collaboration.

Phase II: Dialogue Preparation



Coaching: Conducting individual meetings and conflict resolution coaching prior to a facilitated dialogue session can offer valuable

preparation and support for participants. Coaches work with individuals to identify their communication strengths and areas for growth, offering

personalized feedback and techniques to foster better understanding

Through one-on-one coaching, individuals can develop self-awareness, gain insight into their communication styles and conflict patterns, and learn effective strategies for managing conflicts constructively.



participants and ask for feedback, either prior to or at the outset of the group dialogue.

Agenda Development: Based on the individual and small group

dialogue session. The agenda includes the issues to be discussed by the group and a description of the final objective of the facilitated dialogue

meetings, the facilitators develop a draft agenda for the whole group

session. The facilitators typically share this draft agenda with the

groups if there are many people participating. Group agreements will be created to encourage a positive environment for participants to share their experiences, discuss challenges, and work

decisions reached, or other results from the session.

Facilitators convene and facilitate a meeting of the

toward the stated objective. When the facilitated dialogue session ends,

facilitators will help the participants document any final agreements,

entire group or a cross-section of the stakeholder

Phase III: Whole-Group Dialogue



Phase IV: Training



focused on communication, conflict resolution, and group dynamics. Training reinforces the skills and insights gained during the facilitated dialogue process by offering structured, focused training specifically tailored to the team's needs.

further develop their communication abilities, learn practical conflict resolution techniques, and strengthen their collaborative, problem-solving skills.

This allows team members to

