

# Strategic Dialogue

**Purpose:** Shared meaning about our strategic reality.

## **Success Factors:**

- 1) All participants must suspend their assumptions
- 2) Don't advocate for the "right" answer
- 3) Don't press for evaluation at this point
- 4) Examine/discuss what parts of your views are/are not shared by others
- 5) Watch for common ground
- 6) There is full participation

## **Dialogue Techniques:**

- 1) Express your perspective and the underlying theories/assumptions that shape your opinion; make your reasoning explicit.
- 2) Don't make your point more than twice (the second time may clarify – any more, and you are selling).
- 3) Ask questions to clarify others' viewpoints – don't use questions to set up your own point. For example: *"What is it that leads you to your position?"*
- 4) Notice what words/ideas trigger an emotional reaction in you ... be curious/introspective as to why.
- 5) State your interpretation of someone else's point of view. For example: *"My interpretation of what you are saying is ..."* or *"How I heard you is ..."*
- 6) If you are "stuck" in terms of seeing someone else's viewpoint, talk about your feelings and interpretations.
- 7) Acknowledge the wisdom of the previous speaker whenever possible – when it is authentic.

