

SUGGESTION FOR HOW TO FACILITATE GATHERING OF EXPERIENCE IN ACCORDANCE WITH THE AGILE FRAMEWORK FOR DIALOGUE

Before - preparation

Information to all about the work ahead

Again, assess individual gathering of experience, as a group, or both – remember to consider

Give the employees preparation time and describe the preparation work (see item 0)

Gathering experience (as a group)

Offline 1.5-3 hours

0. Employees have revisited the previous dialogue in the group and its conclusions as part of their preparation. Before the meeting, each employee should fill out column 1 and 2 in the agile dialogue model and bring it to the meeting. In individual 1:1 dialogues between the manager and employee before the joint meeting, the manager and employee will go over the answers that the employee has given in the dialogue model during preparation, and the manager will create a general overview based on all of the 1:1 dialogues without mentioning names.

Joint workshop

1. Employees can be divided into smaller groups, and place their post-its on a dialogue model drawing (on a whiteboard, brown paper or similar), or the manager can present the general overview. Discussions in the small groups about what they see, common points/nuances. This is then discussed together with the whole group – joint summary.

2. Column 3 is reintroduced with a focus on writing down signals/signs/practices (something we can see)

3. In small groups, employees describe what they think the new common practice should contain, followed by a joint summary in the group with all participants.

4. Agree how we become aware of our new common practice and announce this before the next experience gathering meeting.

Online 1.5 hours

0. Employees have revisited the previous dialogue in the group and its conclusions as part of their preparation. The employees then fill out columns 1 and 2 in the agile dialogue model and send the model to their manager. In individual 1:1 dialogues between the manager and employee before the joint meeting, the manager and employee will go over the answers that the employee has given in the dialogue model during preparation, and the manager will create a general overview based on all of the 1:1 dialogues without mentioning names.

Joint workshop

1. The manager goes through column 1 and 2 and presents the general overview. The employees then go into break out sessions to uncover more details – afterwards, the discussions in the small groups will be summarised in the big group with all participants - what do we see?

2. Column 3 is reintroduced with a focus on writing down signals/signs/practices which the team wants to include in the new common practice.

3. The employees go into break out sessions to work on column 3, which will be followed by a joint summary.

4. Agree how the group becomes aware of the new common practice and announce the date for the next experience gathering meeting.

After

Pictures/files of the dialogue models are sent out immediately after

A description of the desired “signals” (which can be accommodated) in the new common practice.

Date for the next experience gathering meeting, e.g. based on the agile dialogue model again.