

Dialogue Guides

Models for Stakeholder Interaction Around Issues



Leading by Convening: Meeting to Co-Create Tools

WHY IS DIALOGUE AN IMPORTANT STRATEGY?

- There are gaps between research, policy and practice.
- To implement practices as envisioned we need to develop shared meaning.
- To create shared meaning, we need to understand what others see in an issue.
- Dialogue is a way to learn what others see in an issue and share our own perceptions.
- Implementation demands dialogue.

WHAT DO WE MEAN BY DIALOGUE?

Debate	Discussion	Dialogue
Accepts assumptions as truth	Surfaces various assumptions	Examines assumptions
Point-Counterpoint	Majority rules; agree to disagree	Seeks common ground; supports consensus
Persuasive	Informative	Reflective

HOW CAN YOU CREATE DIALOGUE?

- Invite the stakeholders to select a relevant and useful document on the issue under consideration.
- Read the document and reflect on the issues.
- Exchange perspectives on the issues.
- Generate reaction questions that will permit stakeholders in the field to express their perspective.
- Generate application questions that will help stakeholders in the field to use the dialogue to build new understanding or take action on an issue.

REACTION QUESTIONS HELP STAKEHOLDERS EXPRESS THEIR PERSPECTIVES

- Reaction questions are intended to help people make their mental models explicit.
- They are designed to help people see that there are multiple perspectives that need to be bridged for the practice to be successfully implemented.
- Reaction questions should help participants appreciate the differences in perspective across roles and provide insight into the shared interests that could unite them.

SAMPLE REACTION QUESTION STEMS

Why is _____ important to you:

- In terms of program and services?
- In terms of relationships between _____ and _____?

In your experience, _____?

What do your colleagues say about _____?

APPLICATION QUESTIONS HELP PEOPLE THINK ABOUT THE FUTURE STATE OF PRACTICE

- Application questions are framed so as to point the way to the involvement of the various stakeholder groups.
- Application questions should generate ideas about how to find out what is currently in progress, become more knowledgeable and/or move forward.
- Application questions move us toward shared action.

SAMPLE APPLICATION STARTER STEMS

- Recall a time when _____. How might the new knowledge have changed that story?
- How might _____ be expected to respond to the new information?
- Where will the new information impact practice?
- How might _____ be better prepared to understand the changes?

SAMPLE APPLICATION STARTER STEMS (continued)

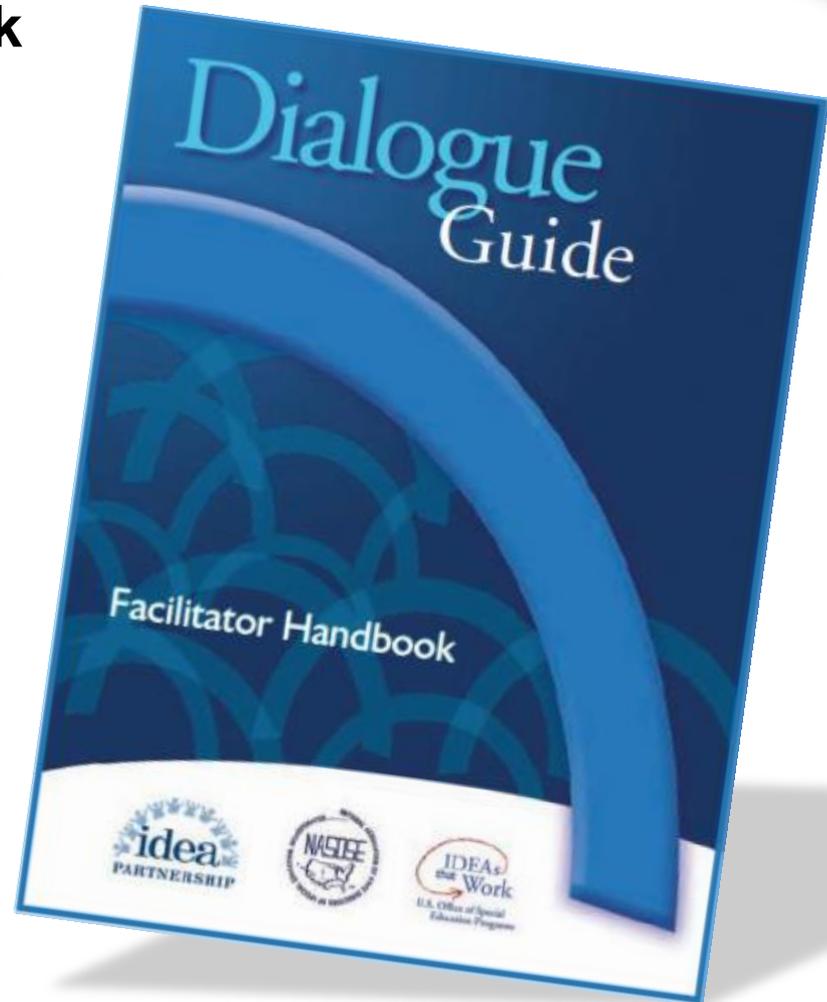
- Do you know what is happening with _____ in your state? How can you find out?
- Do you know the level of awareness of _____ in your district? Your school? How can you support new understanding?

DIALOGUE GUIDE

Use our Facilitator Handbook to help others hold dialogue in the field.

http://ideapartnership.org/media/documents/Dialogue_Guide_Facilitator_Handbook.pdf

[Click here to download.](#)



Leading by Convening: A Blueprint for Authentic Engagement

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