

EXPLORING SOLUTIONS, SPEED ROUNDS

Get practical and imaginative help from peers immediately by tapping into our collective genius.

Prework

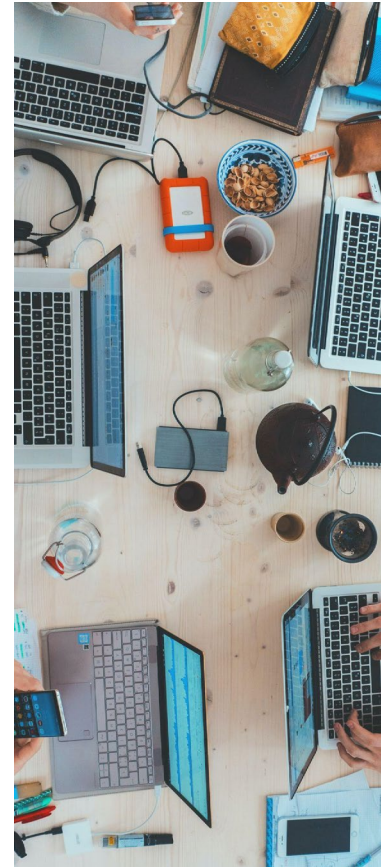
Individually or with your colleagues, answer the following questions:

- What challenges are you facing in your program?
- What kind of help/solutions do you need?
- (Optional) If anything, what has your program considered trying or tried to address this challenge?

Arrangement of Small Groups and Participation

Select a timekeeper to keep your group on time and allow for up to 10 minutes per participant.

- Invite a participant to share their question(s) from prework (1-2 min)
- Consulting group asks clarifying questions (1-2 min)
- The participant goes on mute, consultants generate ideas, suggestions, and advice if appropriate (4-5 min)
- The participant goes off mute, shares what was most valuable about the experience (1-2 min)
- Repeat for each participant in the breakout group



Tips and Traps

- When you're in the position of generating ideas, suggestions, and advice: hold each other accountable and notice when falling into thinking traps (ex. jumping to conclusions)
- Take risks, but center empathy and understanding
- Details stay in the breakout, learnings return to the work
- Questions that spark self-understanding or self-correction may be more powerful than advice about what to do
- Assume positive intent, but if your impact does not align with your intent make necessary corrections