

## 4. Session 2: Facilitator plan

Time	Activity	Key points	Resources
20 mins	<p><b>Welcome and reconnect</b> Go round the room and each person share one positive experience they have had of asking a colleague the inquiry discovery question</p>	<ul style="list-style-type: none"> <li>– Remind people to do this in advance</li> <li>– Don't have to share the actual conversation each person had just the experience of asking the inquiry question</li> <li>– Purpose is to reconnect with appreciative thinking</li> <li>– Reinforce the point that these positive experiences are your 'open doors'</li> </ul>	
40 min	<p><b>Dream</b> Working in tables or small groups – envisage an ideal future in which the team/organisation is organised around your best experiences (from discovery) where these are the norm rather than the exception</p> <p>a) Spend a few minutes individually reflecting on what this is like (record on post-its)</p> <p>b) Share vision as a group and depict your dream – draw, graphic (flip chart, pens)</p> <p>c) In small groups come up with a newsflash/headline/statement that describes the future</p>	<ul style="list-style-type: none"> <li>– Set your imagination free – try not to worry about what is possible or not possible in the 'real world'</li> <li>– Aim is to come up with innovative new ideas based on your discovery</li> <li>– Newsflash/positive statement – be vivid, compelling and bold, maybe even controversial. Something that others will be inspired or challenged by. State positively in the present tense.</li> </ul>	4.1 Dream exercise

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30min	<p><b>Share the dream</b> Each group to present newsflash – as they are doing this ask the group to notice the positive language</p>	<ul style="list-style-type: none"> <li>– Purpose is to reaffirm and strengthen the dream/ positive future</li> <li>– Others listen as inquirers, what is the positive you see in this? What seems important? What does it connect with?</li> </ul>	4.2 Some examples of open inquiry questions
20min	<p><b>What are the enablers?</b> Interviews in groups of three 'Imagine that you wake up tomorrow and everything is as it should be' How did you get there? What made it possible? What are you doing differently? What do you see others doing differently? How does it feel?</p>	<ul style="list-style-type: none"> <li>– Try to mix groups up so each trio is made up of someone from health, social care and independent/third sector</li> <li>– One person interviewing, one person interviewee, one person noticing and taking notes (focusing on what made it possible)</li> </ul>	4.3 Getting to the dream handout
10 min	<b>Break</b>		
60 min	<p><b>Action planning</b> Work in tables/small groups using either action plan or game plan template. Imagine ourselves in the positive future, looking back...what moved us in the direction of our dream. What do you want to try? Test of change. Who, what and when?</p>	<ul style="list-style-type: none"> <li>– Think about the signs that things are moving in the right direction. What might this look and feel like, what else do we need to pay attention to?</li> </ul>	4.4 Game plan template
10 min	<p><b>Check assumptions</b> If there was one thing that hasn't yet been said in order to reach a deeper level of understanding, what would that be?</p>	<ul style="list-style-type: none"> <li>– Depending on energy do this either as big group, walking gallery, post-it notes etc</li> </ul>	4.5 Questions for connecting ideas
20 min	<p><b>Check out</b> What was it like to inquire in this way? What am I taking away with me from today?</p>	<ul style="list-style-type: none"> <li>– Either post-it notes or silent writing</li> </ul>	4.6 Session 2: Checking out handout