

Organizations Grow in the Direction of that About Which They Persistently Ask Questions (Adapted from *The World Café* by Juanita Brown (San Francisco, CA: Berrett-Koehler, 2005))

Round One Questions

Participants are at their “home” table following the presentation. Talk together about the following questions. Draw or write on the paper provided if it helps focus thought.

- What did you hear that had real meaning for you? What surprised you? What puzzled or challenged you?
- What’s important to you about what you heard and why? What questions would you like to ask now?

Round Two Questions

Initial focusing. One person stays at the “home” table as host. All others travel to other tables. The hosts lead the new table groups to synthesize the essence of the conversations from Round One. Add to the drawing or writing on the paper at the table if it helps. Ideas and insights are no doubt all over the map. Make an initial attempt to focus. The following questions are *prompts* to help you focus. (It is not necessary to answer these questions and you may find other questions more helpful.)

- What’s taking shape here? What are we hearing underneath the variety of opinions being expressed?
- What key question(s) is emerging from our conversation? What dilemmas or opportunities are suggested in what we heard? What assumptions or beliefs are embedded in the way we are asking the question?
- To what extent will our question(s) generate hope, imagination, engagement, new thinking, and creative action? To what extent will it increase a focus on past problems and obstacles?

Round Three Questions

Seeking greater clarity. All travelers return to their “home” table. Take time to report on what you learned from your conversations at the other tables. The following questions are *prompts* to help you go deeper and to gain greater clarity. Present your question(s) on flip chart paper provided—writing or drawing large enough for others to read from a reasonable distance.

- What do we need more clarity about?
- What assumptions need to be challenged in our thinking about this situation?
- What is our question(s) related to this issue? Is our question(s) significant enough for what we face in our future?

Large Group Session

Flip chart papers are posted on the walls. All groups contribute toward the following questions.

- If there was one thing that hasn’t yet been explored but is necessary in order to reach a deeper level of understanding/clarity, what would that be?
- Is there another level of thinking or action we need to address?
- What would it take to create change on this issue?
- What needs our immediate attention as we move toward our writing tasks?