



— FROM THE BLOG —
A Team Conversation Guide

Stop Asking People to Collaborate. Ask What They Need to Learn.

A facilitated conversation for leadership teams, staff, project groups,
boards, and professional learning communities

1 COLLABORATION IS NOT AUTOMATICALLY LEARNING.

People can meet regularly, exchange information, coordinate tasks, and share ideas without substantially changing what they understand or what they do.



What do our clients, students, projects, and context need us to learn?

Use this conversation guide to examine whether collaboration in your context is helping people notice more, understand more deeply, and act differently.

2 BEFORE YOU BEGIN



a current project



a recurring organizational challenge



student or client evidence



implementation of a new initiative



a decision that is not producing the results you expected

You do not need to solve the issue during this conversation. The purpose is to discover what the situation may be asking you to learn.

3 START HERE

“

What are we seeing in our work that our current understanding does not fully explain?

”

4 THINK TOGETHER



1 Where has collaboration become an activity rather than a learning process?



2 What are our clients, students, projects, evidence, or current conditions asking us to learn?



3 What might we not be seeing?



4 What happens when someone says: “I don’t know,” “I disagree,” or “I’m not sure this is working”?



5 What assumptions are shaping our current response?



6 How often does collaboration change something?

5 MOVE FROM CONVERSATION TO LEARNING



Something we are noticing differently is...



Something we still need to understand is...



A perspective or source of evidence we need to include is...



One thing we might try differently is...

6 BEFORE YOU LEAVE



What will we do?



What will we pay attention to?



When will we come back and ask what we have learned?



ONE QUESTION TO CARRY FORWARD
What does this situation need us to learn?



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