


Conversation café

PACT4SKILLS - The Survey

 Accessibility

 High Contrast Mode

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The needs of cultural agencies

Pact4Skills identifies experienced based products, services, and helps connect new skills and new jobs better matching job seekers' and labor markets' needs in the cultural sector.

MAIN AIM: Research the needs of cultural agencies to develop domain specific innovation liaising results with the workforce.

FINAL OUTCOME: Know-how to and creation of digital cultural narratives, which offers more than any other medium an interactive experience incorporating advanced technologies while becoming stimuli for future creations.



CONVERSATION CAFÉ

Conversation Café

Engage Everyone in Making Sense of Profound Challenges (60-120 min.)

What is made possible? You can include and engage any number of people in making sense of confusing or shocking events and laying the ground for new strategies to emerge. The format of the **Conversation Café** helps people have calm and profound conversations in which there is less debating and arguing, and more listening. Sitting in a circle with a simple set of agreements and a talking object, small groups will engage in rounds of dialogue with little or no unproductive conflict. As the meaning of their challenge pops into focus, a consensual hunch is formed that will release their capacity for new action.

Five Structural Elements – Min Specs

1. Structuring Invitation

§ Invite all the participants to gather in small groups to listen to one another's thoughts and reflect together on a shared challenge

2. How Space Is Arranged and Materials Needed

§ Unlimited number of participants in ZOOM/TEAMS/GOOGLE TALK, Table/breakout rooms
 § Talking object (e.g., talking stick, stone, or art object)
 § Miro board ready to input findings of the conversations

3. How Participation Is Distributed

§ Everyone is included
 § Everyone has an equal opportunity to contribute

4. How Groups Are Configured

§ Mixed, diverse groups of participants

5. Sequence of Steps and Time Allocation

- § State the theme of the conversation, usually in the form of a question
- § Explain there will be four rounds of conversation at every table, two first rounds using a talking object, the third one as open conversation, and a final round with the talking object. Give the duration of each round.
- § Every body shows the talking objects
- § Read the six **Conversation Café** agreements. See text in Collateral Material below.
- § Ask for someone at each table to volunteer as the host. The host is a full participant whose role is to gently intervene only when a participant visibly fails to observe one of the six agreements, most frequently talking on and on
- § First round with the talking object: each person shares what he or she is thinking, feeling, or doing about the theme or topic. 1 min. per person
- § Second round with the talking object: each person shares thoughts and feelings after having listened to everybody at the table. 1 min. per person
- § Third round: open conversation (option to use talking object). 20–40 min.
- § Fourth round with the talking object: each member shares “takeaways.” 5–10 min.
- § Lista all conclusions on the MIRO board

WHY? Purposes

- § Make sense of a complex, difficult, or painful situation and lay the ground for being able to move on
- § Generate new ideas and momentum for innovation
- § Build shared understanding of how people develop different perspectives and ideas
- § Avoid arguments based on lack of understanding
- § Build trust and reduce fear with an opportunity for catharsis
- § Help participants appreciate that conversation involves talking and listening

Tips and Traps

- § Always use the talking object: they make the difference
- § Have the host or participants reread the six agreements before starting the first round
- § Do not assign tasks: there should be no intention that the dialogue will directly lead to action
- § Host the dialogue like a dinner party, encouraging everyone to contribute while keeping the conversation open-ended and spontaneous
- § If there is a problem, ask, “Are we following our agreements?”
- § Encourage people to speak their mind
- § Encourage quiet people to talk
- § Select talking objects that may have symbolic meaning for participants
- § Encourage participants to draw or record insights on the flip-chart “tablecloth”

How to conduct the SURVEY

The first step is to read the pdf document elaborating on the survey concept.

On point VI Modified Questionnaire of the document, you find **12 different Skills Domains** with definitions and questions. Maybe you find it helpful to circulate the 12 Skills Domain to the audience.

If that is the case, download the document to share.

The questions are the object of the Survey using Conversation Café.

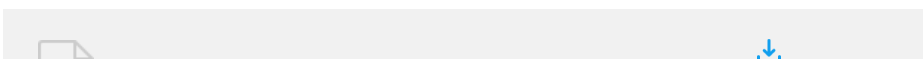
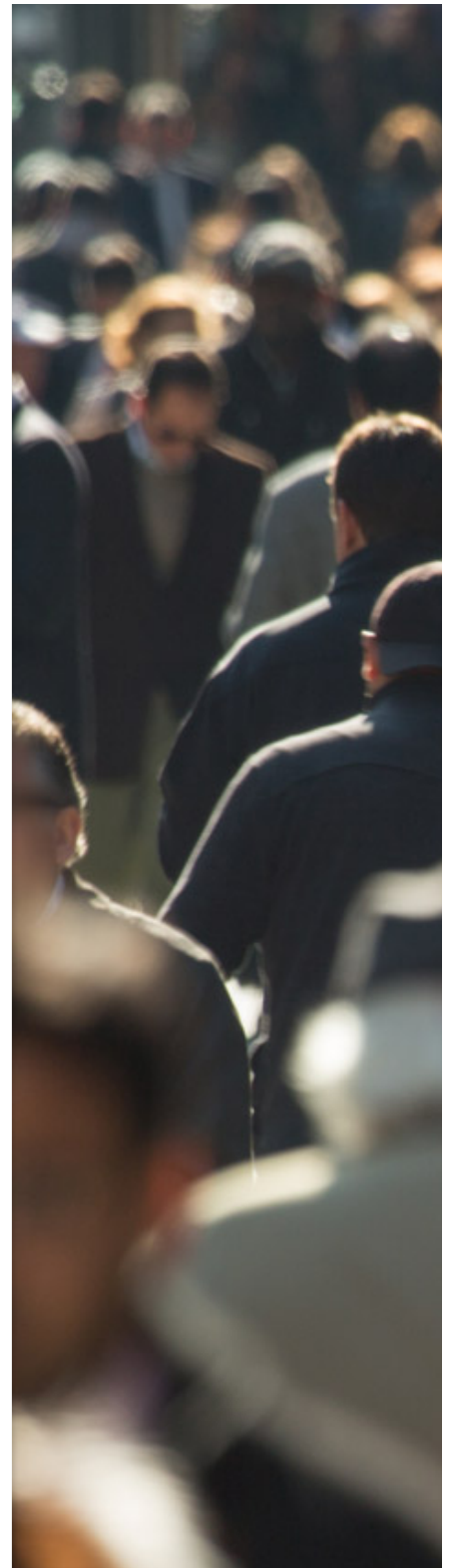
Everybody must choose an object. The object's value is when they are talking; it represents the Token, so only that person can speak, and the others listen. It prevents multi conversations and gives clarity.

Note: Remember how much time it takes for the Survey since we have 12 Skills domains.

You may need to run different sessions or maybe be more selective in the skills you want to explore. Another essential fact is the number of participants. If you need to create random breakout rooms, be sure some of the participants record the room. You can pop into any of the rooms at any time.

Conversation agreements

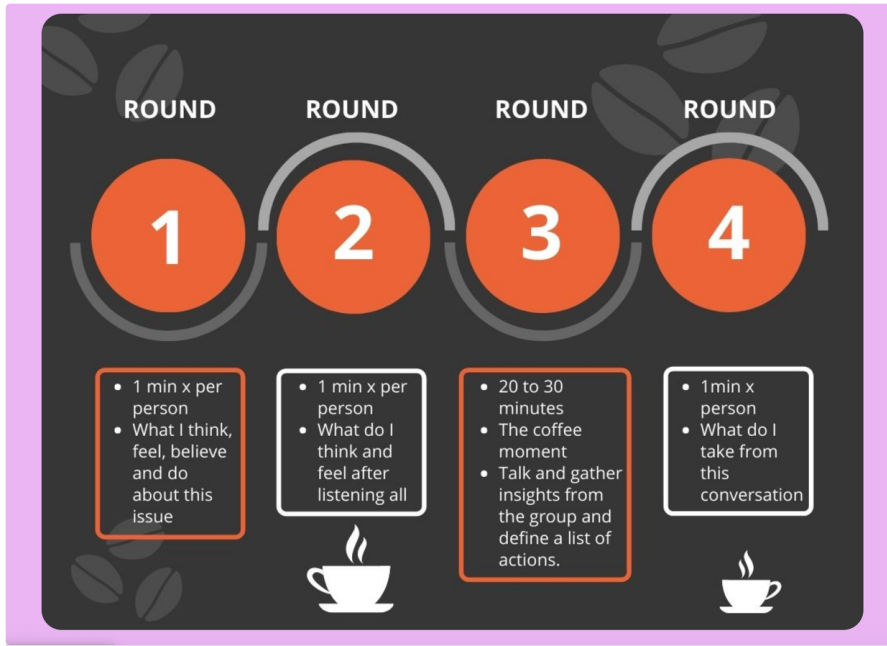
1. Suspend judgement as best you can
2. Respect one another
3. Seek to understand rather than persuade
4. Invite and honor opinions
5. Speak what has personal heart and meaning
6. Extract conclusions



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The Four steps to follow



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