

Consultancy Protocol

Attendees:

Presenters:

Session Purpose:

Give & Get Thought Partnership on ‘real time’ racial equity challenges/opportunities in your work.

Consultancy Protocol

A consultancy protocol is a structured process that provides an individual or team with new ideas about how to address a specific challenge or dilemma. This is done primarily through the consultancy group’s deep sharing of relevant experiences and exploration of the presenter’s challenge. This protocol allows for 12 minutes per presenter.

Organize for Protocol (5M) Introductions (if you do not know each other). Decide who will go first to present. Decide who will facilitate the protocol and keep time. There may only be time for two people to present.

Consultancy Steps:

STEP ONE

The presenter gives an overview of the dilemma they are struggling with, your organizational problem of practice and/or real time dilemma/thought partnership request. Frame a question/request for the consultancy group to consider. (3 minutes)

STEP TWO

The consultancy group asks the presenter questions. These questions should be worded so that they help the presenter clarify and expand his/her thinking about the dilemma presented to the consultancy group. The presenter can respond to the group’s questions, but there is no discussion by the consultancy group of the presenter’s responses. At the end of this time, the facilitator asks the presenter to re-state his/her question for the group. (5 minutes)

STEP THREE

The group discusses the dilemma presented, **while the presenter silently listens and takes notes**. The group addresses questions such as: What did we hear? What didn’t we hear that we think might be relevant? What do we think about the problem? What

seems to be the root cause? What do we see as possible solutions?
(5 minutes)

STEP FOUR

The presenter responds to the discussion, sharing with the group anything that particularly resonated for them. (2 minutes)

STEP FIVE

After all the presenters have finished, group discusses what they learned from participating in the protocol and how it relates to other situations.

***Some examples of probing question stems**

- What's your hunch about...?
- What do you assume to be true about...?
- What is the connection between _____ and _____?
- What might happen if...?
- What if the opposite were true? Then what?
- Why is this a dilemma for you – what is most challenging about this for you?
- What are you most afraid of or concerned about here?