Insightful Discourse

Clever people, a clear agenda,
and still everyone walks out a little dimmer.

You know the meetings. An hour later you leave tired, less confident, with nothing decided. Next week the same people hold a conversation that leaves everyone clearer. Perhaps five of your last ten discussions were worth having. Thomas sees a hidden factor behind the difference, one your team can manage. This short workshop is about the other five.

FORMAT
Short Intense Training Workshop

AUDIENCE
Executive Teams

FOCUS
Teams & Organisation

A Short Introduction

A short four-hour online workshop. Using real topics, we train ways to conduct the discourse to get and maintain team energy and agency.

The Slide

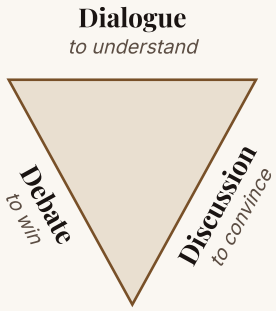
Thomas ranks conversations by what people want from them. In dialogue, both sides want to understand. Then someone starts to convince, then to win, and the room changes. People stop listening for what they don't yet know and start defending what they said. Each style has its own rules. If team members have different discourse goals, nobody understands, nobody convinces and nobody wins. It is like a handball player on a football pitch: nobody means harm, he just plays by different rules.

What It Does to a Team

Depending on the situation, each of these discourse styles is legitimate. Used at random, they stop working productively and waste time, energy and engagement. Each team member needs to be able to switch between them at will.

Styles and Their Aim

GAINING GRIP ON INTELLIGENT EXCHANGE



LOSING IT

If your team members are not mobile and fearless between these styles, they will sooner or later dig a ditch between each other. It requires training.

Each style has its own rules and its own place. The skill lies in switching between them.

MODEL © THOMAS BOTHE

Next Step

Interested in Insightful Discourse for your team, parts of your team or a collaborating group of solopreneurs? Get in touch to discuss the workshop and whether it fits your needs.

DIRECT ENQUIRY
hello@thinkwaredesign.com
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Feature Profile

Six scales describe how Insightful Discourse is set up: why, how and with what results. Each runs between two poles, numbered 5 to 2 towards each pole, with a single 1 at the centre; there is no zero. Filled cells show where the workshop sits; each group carries its own colour.

Why

Aim

Whether the workshop sets out to build a skill or to inspire. The band sits evenly between skill and inspiration.



Area of usefulness

Where what you take away is meant to be used. The band leans towards professional life, with some reach into private life.



How

Where we go into detail

Whose part the workshop looks at closely. The band leans towards your own responsibility, with some reach into other people's responsibility.



Method

How the workshop works with you: mentoring alongside you, or training. The band sits evenly between mentoring and training.



Results

Learning

Depth of understanding or breadth of knowledge. The band leans towards depth of understanding, with some reach into breadth of knowledge.



Confidence

The kind of confidence the workshop aims for. The band stays with presence.

