Dialogue Processes to promote effective engagement across layers and players

Margaret Kilvington & Maggie Atkinson
Phases and events of Watershed Talk

Engagement
- Recruitment
- Photographs
- Interview

Conversation
- Meeting 1
- Diaries
- Meeting 2

Evaluation
- Post-back evaluation
- Interview

Feedback
- Feedback
- Meeting 3

November 06 – February 07
March – April 07
May 07
July 07
Watershed Talk

Four themes

- Principle based design
- Reflective practice
- Innovative techniques
- Anchor points
Watershed Talk

Principle based design

• Watershed Talk principles: respect, diversity, empowerment, reflection, generosity, and active cultivation

Well rehearsed in settings of community development, dialogue, conflict management and participatory action research

• Contrast with recipe book approach

• Articulate the principles you already work with & think about the ones you might want to work with
Watershed Talk

Principle based design

respect, diversity, empowerment, reflection, generosity, and active cultivation

• Scarcity and ‘resource management speak’ go hand in hand

“Generosity – it is actually so easy to do something that will change the whole tenor of an interaction or situation” Watershed Talk participant
Reflective practice

- *What are we going to do? How will we do it? How is it working? What is happening? What could we do differently...and how are WE learning and changing?*

- As important for working with standard format (recipes) as it is for working with principles

- Not difficult but important to be active about it

- In Watershed Talk – had informal and formal reflective elements: e.g. interviews, evaluations & conversations in project team
Watershed Talk

Innovative techniques

• Ideas can come from anyone and anywhere. Having principles you are working to and reflective practice helps you chose the ones right for you

• Three ideas we used in Watershed Talk:
  – Icebreaker map exercise
  – Photography
  – Camping out
Three ideas we used in Watershed Talk:

**Icebreaker map exercise**

- *Building connection*
- *Common sense (Mihi)*
- *Empowering*
Three ideas we used in Watershed Talk:

Photography

- Reflective tool
- Build self efficacy
- Empowering
- Connecting
Watershed Talk

- Three ideas we used in Watershed Talk:
  - **Camping out**
- Adam Kahane: allowing people to come to place of resolution
- Not for everyone – but maybe more opportunities to use this then we think?
Watershed Talk

Anchor points

- At times this engagement business can feel very risky. Anchor points – way to keep yourself grounded & supported

- Can be support of good team

- Can be support of good practice

- Can be grounding in principles

- Can be local connection (champion) – or knowing have backing within your organisation (sponsor)