



Co-funded by the
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Dialogical Work – Erasmus+ Project Result 1

How to set up a Governance Group



Some question about defining GG

What are the drivers of change toward the dialogic approach?

Do they come from the outside?

Do they come from within the organization, is a top-down or bottom-up process?

Is there a leader or group leading this cultural change?

Do the characteristics of the organization influence the Governance

Group set up?



Some question about defining GG

- What is your problem in the organization?
- Are your activities multidisciplinary?
- Are your activities fragmented?
- Is there a unique language in your organization?
- What is the motivation for the change you want to implement, is it about performance or organizational climate, or both?



Cultural Change and GG

Cultural change impacts behaviors in organizations. There are social systems in organizations that are derived from relational networks and professional identities.

To institutionalize and legitimize these changes, the Governance Group should have a commitment by internal stakeholders.

You need your boss in! Maybe...

You need trust from colleagues! Use dialogues...

You need time! Let's start, we'll see



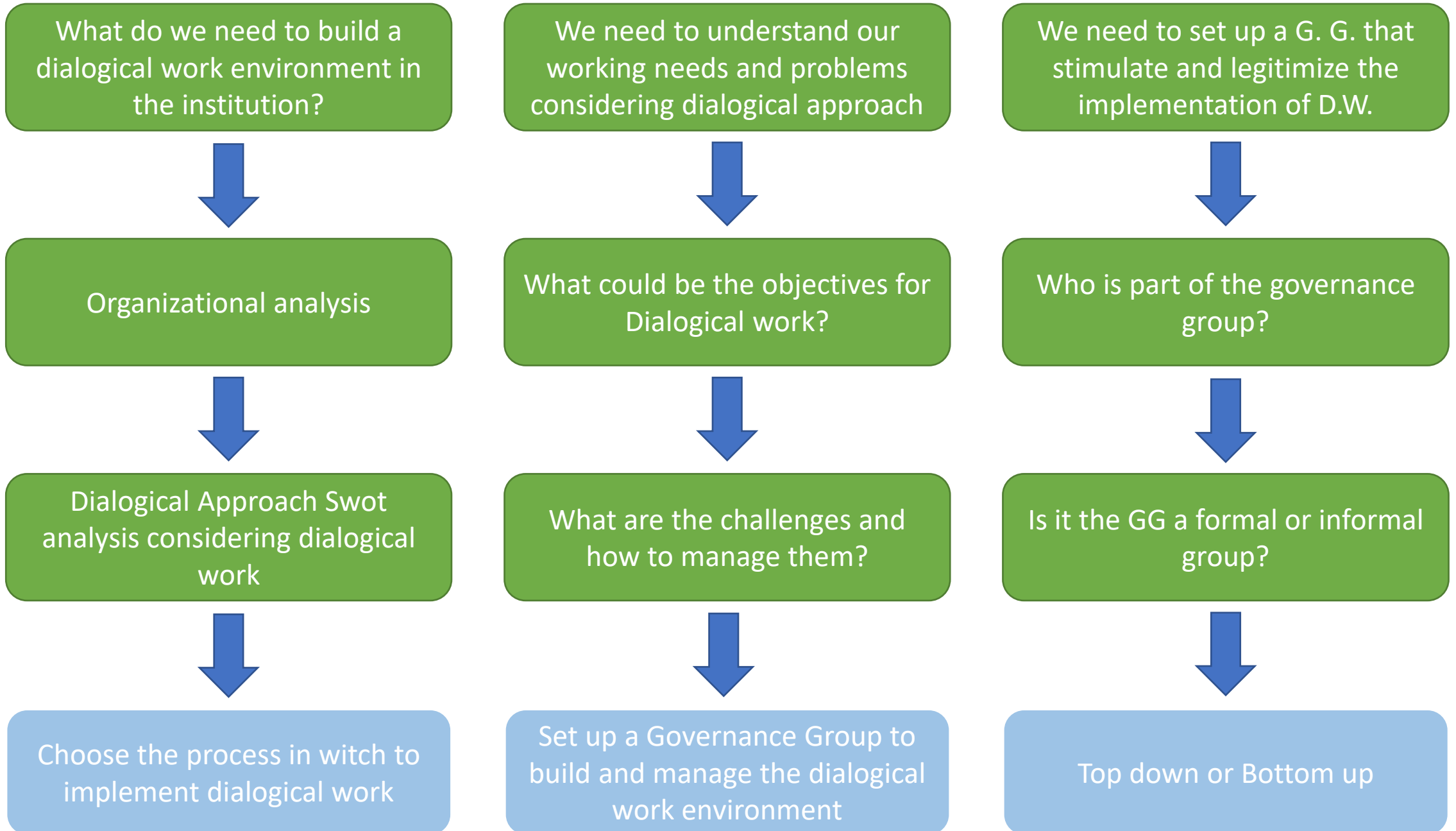
A Governance Group is a team?

The GG is a working group, is responsible for governing the implementation of dialogic work and monitoring its progress in the organization. Decisions that are made are the result of the dialogic work in the GG.

Once it has been defined its first tasks are:

- To receive training about dialogical work as necessary
- Where to implement change through dialogic work
- Define communication strategies in the organization about the dialogic work
- Choosing who to train as tutors
- Support the tutors in their tasks
- Monitor results and expand the dialogic approach in the organization as necessary

A Governance Group is...



Where to build a dialogical work environment in the institution?

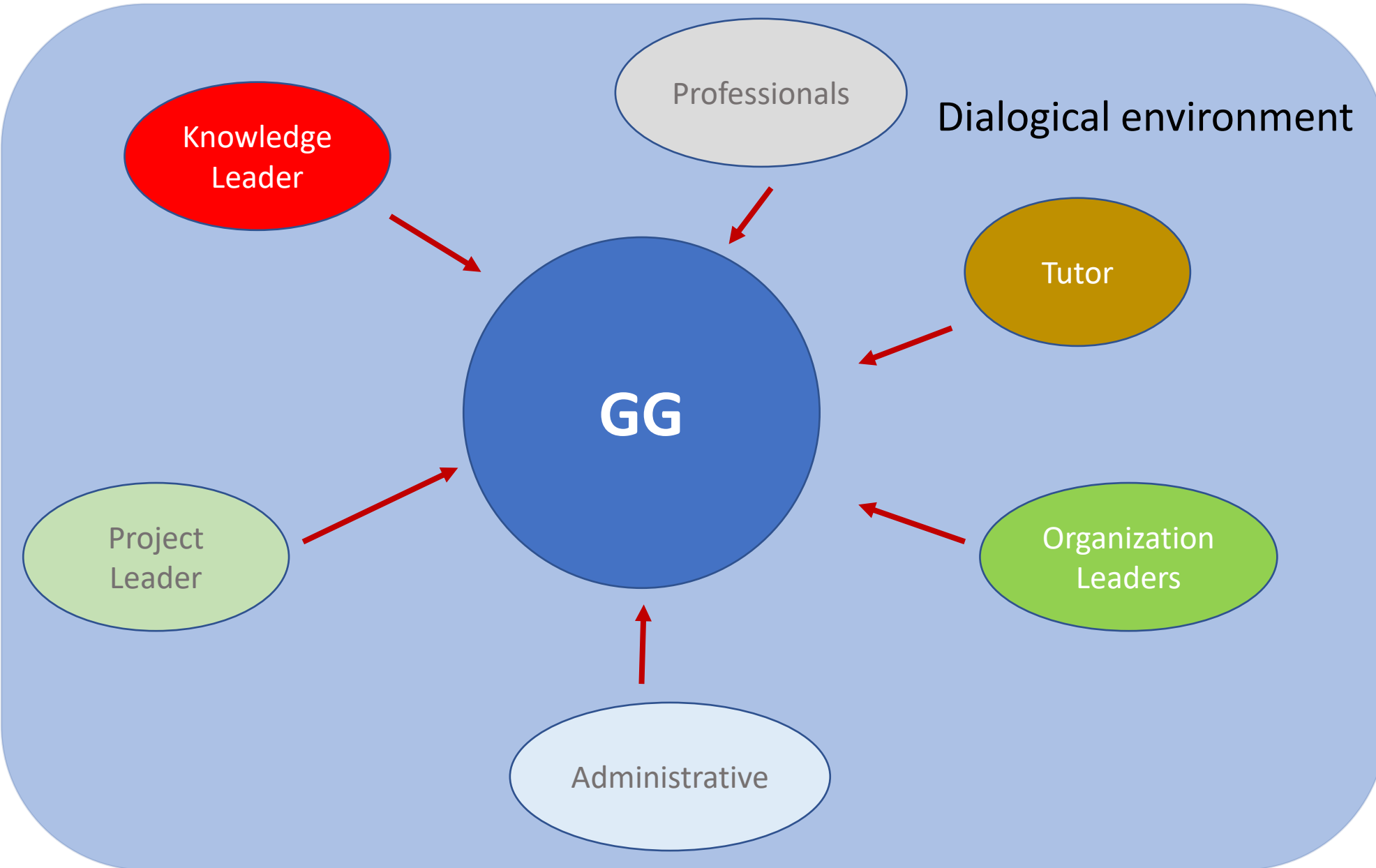


It is important to have a clear idea of the characteristics of the organization where you want to implement dialogical work. The peculiarities of the structure and its operations and the specificity of the organizational culture.

A Dialogical approach Swot analysis show us where we have our weakness and our strengths. We could be able to understand where are our potential considering the implementation of a Dialogical Work Environment

The implementation of Dialogical Work is a kind of organizational cultural change. So it is very important to calibrate this process of change. In some cases, it may be appropriate to start using dialogue in one process and then expand it to the whole institution. In other cases, it may be appropriate to use this approach only for specific processes. In other cases, it may be possible to involve the whole institution right away.

Who is in the Governance Group?



What do you need?

Who do you need?

Why do you need someone in the GG?

When do you start to use Dialogical Approach?

External communication

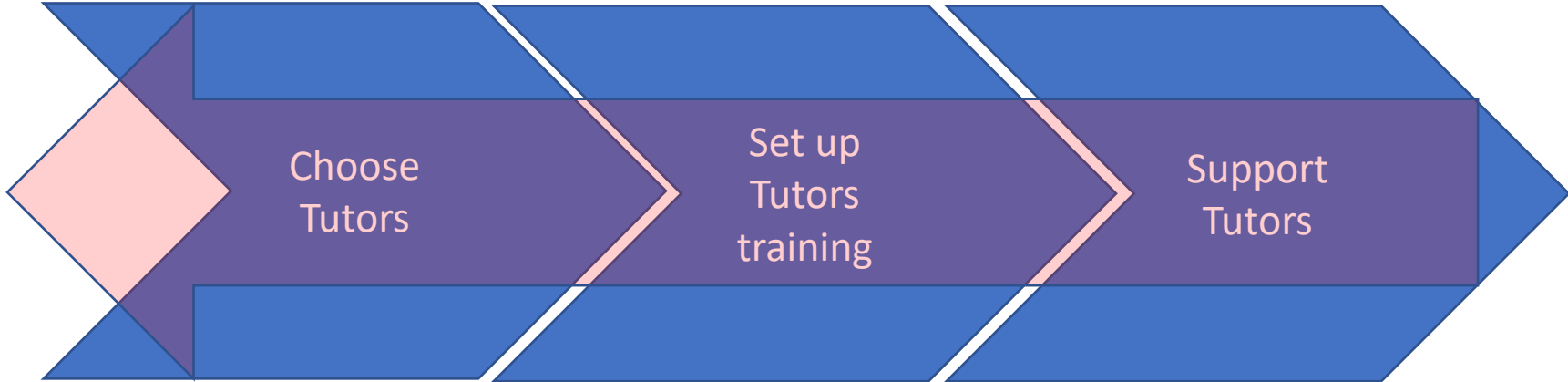


Governance Group



Manage commitment in the organization

Manage Strategies of internal communication



Monitoring Results



Regular meetings...