



**D**IALOGUES  
& **DESIGN**



# Toolkit and the Training Curriculum

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# Learning Dialogical Approach is a Question of Process Learning

- Learning by doing
- In collaboration
- Social and personal construction of knowledge
- In a dialogical way
- Teacher and a student relationship is a 'subject to subject' –relationship, **not** 'subject to object' –relationship
- Process means that we can't define the proceeding too precisely beforehand. We must make changes during the process, based on the needs and stage of progression of the student.
- In process the knowledge and understanding are constructed by the learner, step by step, and are based on reflecting the experiences

*“Like in a dialogue: to learn dialogical approach we need to take part dialogues.”*

# Tutor's dialogical skills

- listening
- interviewing
- writing public notes
- inviting people to a dialogue
- capability of supporting the “thinking together” mode
- following one's own dialogical path
- moving from the instrumental level of the dialogical approach to deeper level
- self-consciousness skills
- ability to support a cultural change in ways of working

# Contents of the Training

- Theory lectures
- Practising tools
- Rehearsals for dialogical skills (listening, interviewing, observing)
- Brainstorming and dialogical planning
- Real life practice
- Reflecting experiences
- Walking on everyone's own dialogical path

# Summary 1

TOOL	WHERE TO USE IT?	HOW TO USE IT?
Taking Up One's Worries & Zones of Worries	<ul style="list-style-type: none"><li>• Preparing to speak about one's worry with someone</li><li>• Preparing yourself for a meeting</li><li>• Client cases</li></ul>	<ul style="list-style-type: none"><li>• Using the form</li><li>• Observing yourself during the discussion</li><li>• Reflecting afterwards</li></ul>
Good Future dialogue	<ul style="list-style-type: none"><li>• Client cases</li><li>• Workplace meetings</li><li>• Facilitating events</li><li>• Seminars</li><li>• Facilitating development processes and projects</li></ul>	<ul style="list-style-type: none"><li>• Invitation (letter)</li><li>• Remembering the roles</li><li>• Following the structure</li><li>• Drafting the implementation plan</li><li>• Scheduling the follow-up meeting</li></ul>
Dialogical Spaces	<ul style="list-style-type: none"><li>• Client cases (preparing the meeting)</li><li>• Workplace meetings</li><li>• Facilitating events</li><li>• Seminars</li><li>• Facilitating development processes and projects</li></ul>	<ul style="list-style-type: none"><li>• Using all the spaces or from 1 to 3 to prepare a meeting, seminar or event</li></ul>

# Summary 2

TOOL	WHERE TO USE IT?	HOW TO USE IT?
<p>Puimala dialogue</p> <ul style="list-style-type: none"><li>• Inner and outer circle or speakers and opponents; maybe observation group too</li></ul>	<ul style="list-style-type: none"><li>• Workplace meetings</li><li>• Facilitating events</li><li>• Seminars</li><li>• Facilitating development processes and projects</li></ul>	<ul style="list-style-type: none"><li>• You can modify the structure</li><li>• Facilitators are interviewing and writing notes</li><li>• Elements from Good future dialogue can be used</li></ul>
<p>Dialogical Panel Discussion</p>	<ul style="list-style-type: none"><li>• Workplace meetings</li><li>• Facilitating events</li><li>• Seminars</li><li>• Facilitating development processes and projects</li></ul>	<ul style="list-style-type: none"><li>• Form of a normal panel discussion, but facilitated dialogically</li><li>• Pre-tasks for the speakers</li><li>• No long lectures! Short interventions</li></ul>
<p>Inner circle / outer circle / fishbowl</p> <ul style="list-style-type: none"><li>• Several versions</li></ul>	<ul style="list-style-type: none"><li>• Workplace meetings</li><li>• Facilitating events</li><li>• Seminars</li><li>• Facilitating development processes and projects</li><li>• Sometimes at the end of a client case process</li></ul>	<ul style="list-style-type: none"><li>• Instructions about dialogical speaking to the inner circle; not necessarily a facilitated discussion</li><li>• Interviewing the outer circle about what they heard</li></ul>

# Summary 3

TOOL	WHERE TO USE IT?	HOW TO USE IT?
Learning café <ul style="list-style-type: none"><li>• several forms</li></ul>	<ul style="list-style-type: none"><li>• Workplace meetings</li><li>• Facilitating events</li><li>• Seminars</li><li>• Facilitating development processes and projects</li></ul>	<ul style="list-style-type: none"><li>• Facilitator determines the structure (changes, timing) and gives instructions, but does not facilitate interventions</li><li>• Notes are taken by participants</li></ul>
Walking dialogues and warm-up dialogues <ul style="list-style-type: none"><li>• inside / outside</li></ul>	<ul style="list-style-type: none"><li>• Client cases</li><li>• Workplace meetings</li><li>• Facilitating events</li><li>• Seminars</li><li>• Facilitating development processes and projects</li></ul>	<ul style="list-style-type: none"><li>• Warming-up people to dialogues to help process their own thinking</li><li>• Giving instructions about the themes to discuss and the way to have the dialogue</li><li>• Interventions are not facilitated; the group or pair takes care of it</li></ul>
Six thinking hats <ul style="list-style-type: none"><li>• Several ways of using this</li></ul>	<ul style="list-style-type: none"><li>• Workplace meetings</li><li>• Facilitating events</li><li>• Seminars</li><li>• Facilitating development processes and projects</li></ul>	<ul style="list-style-type: none"><li>• Facilitator takes care of the instructions and organising the activity</li><li>• This can be a part of other tools or an independent tool</li></ul>



*"Listen to what people are saying, not what they mean."*

(Seikkula 2017: Open Dialogues)



Thank you!

<https://diades.net>