

Examples of Workshop methods for involvement

1. IPA

- First – write your reflections **Individually**
- Second – **Pair** up and discuss
- Third – involve **All** people around your table or the entire room

Benefit: Everyone can contribute, not only the extrovert dominant ones

2. Beehives

- Any type of smaller group discussions.

Benefit: It's easier to get all people involved if the group is smaller

3. Interviews

Instead of everyone saying: "I think that..." You ask, "What are your thoughts?"

Can be complemented so that the person who is interviewing will present the other persons answers.

Benefit: Forces you to listen to others.

4. Open discussion

In smaller groups you sometimes don't need to do beehives. Also, when the group know one another it's easier to express your thoughts (given that the group dynamic and the culture is respectful)

Benefit: Save time

5. Tell a story

Write or say out loud

Benefit: The strongest way to make people remember and get in touch with their emotions and motivations. A story of e.g. the future, like a wanted position or behavior will create a common "vision".

6. Half for. Half against

Let the people work out the arguments for and against something. Present them. Decide on how to take the result to the next step/decision

Benefit: Forces you to be open-minded and understand the different point of views

7. Use a model e.g. SWOT

4-field models can be used to highlight a certain reality. Depending on the group size and the time, you can let everyone answer each field or you can e.g. let one table each take one field each and then present the findings to each other.

Benefit: Puts a focus on the issue at hand narrowing the scope to the model's version of reality

8. Expand – Prioritize

Typically used in creative workshops where you want to get many ideas out and the group/cluster/prioritize them. This can be done in multiple steps until you have a winning list of ideas

Benefit: Energy boost. Done right, you will get plenty of ideas, associations etc. and most of the will serve as fertilizers to the really good ideas, that one person wouldn't have come up with by themselves

9. Voting

Many times, you need to prioritize. Voting is a simple, yet effective way of doing this. You can also decide on different variable weighing differently if you want to.

Benefit: Collective agreement on the priorities

Ice-breakers and energizers

If the group dives right into a meeting without “checking in” or if they don’t even know each other; without getting them to do so, people will not open up. That’s why you need an Ice-breaker in the beginning

After a while, even with a great facilitator, there is a risk that the energy runs low. Then you need an Energizer, to lift them back up.

Here are a few examples you can use:

10. Benefits of landing an aircraft upside down

Group them and ask them. Use Post-It’s or paper. Most creative idea, or whoever have the most number of ideas win

11. Most odd common denominator

Group them and give them time. It must be something odd, otherwise they will come up with something really boring like “We all work for Company X”

The oddest thing wins an envious applaud from the rest

12. The brick

How many ways can you use a brick? Or a toothbrush? Or a spoon?
Let the creative juices flow.

13. Transport

Come up with as many means of transportation you can within a group. After the first round; find out how many non-people-transportation methods they found (Almost none) What about books transporting love? Wirecables transporting electrons?
Give them another go.

14. What made you feel good lately?

Get them to talk about something positive to get them in a good mood.

I hope these ideas will help you with your future meetings!



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