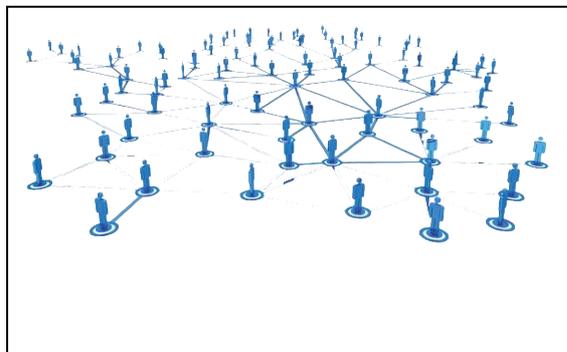


Triads

Deepening conversations in groups of 3



When participants engage in a 3 person conversation – a triad – each person has a specific period of time to speak to the topic or question. Then each of the listeners in turn reflects back what they heard being said. This has the added benefit of giving the speaker two different perspectives on what was heard. The triad is asked to capture - or harvest - the key insights that speak to the collective questions and may possibly share back to the whole group.



Target/Purpose

Target: Physical space co-creation, community-building

Purpose: to deepen conversation in a large group within a small time frame



Requirements

Break the group up in threes (triads), chairs should be moveable, question on a flipchart. Provide each triad with a paper and markers for harvesting.



Output

Deepened conversation around a shared topic, stronger shared knowledge by learning from each others' stories. Better listening skills.



Time

30-60mins

Step 1

Invite the group to self-organise in triads (split in groups of 3) and give each group 3 markers and 3 pieces of paper.

Step 2

Explain that each person will each take a turn to inhabit a role: the storyteller (tells the story), the witness (listens and prompts but doesn't interrupt), the harvester (captures insights as notes or drawing on paper).

Step 3

Share the overarching question/theme for the story (for all groups) and what is the timing i.e. X mins per story. Start with first storyteller: Tell a story about when... you have 7 mins to tell your story uninterrupted. Then each of the listeners in turn reflects back what they heard being said. This has the added benefit of giving the speaker two different perspectives on what was heard.

Step 4

When all rounds are done (either groups time keep themselves or you ring a bell to indicate time to switch), then you call them all back together. Invite sharing of different insights. Ask group what patterns they notice.

Resources:

- This is a good method to integrate with Appreciative Inquiry in community-building:
<http://appreciativeinquiry.case.edu/intro/whatisai.cfm>

Successful cases:

- Used many times in Art of Hosting trainings/applications and Impact Hub community meetings (not documented)