



Solve



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About Kshetra and the Dialogic Method

Kshetra Foundation for Dialogue (www.kshetra.space) aims to develop a societal muscle for dialogue, based on a practice framework called the Dialogic Method - a concrete, skill-based approach, which draws on multiple disciplines including mediation, cognitive psychology, behavioural change and systems thinking to help varied end-users harness dialogue towards different purposes, all with the goal of creating sustainable outcomes.

The Dialogic Method Framework is delivered in the form of experiential workshops for varied audiences and it involves several activities and simulations. This toolkit is a compilation of stories and activities related to the Solve Stage of the Dialogic Method Framework.



How to Use this Toolkit?

As mentioned above, this Toolkit consists of the stories and activities related to the Solve Stage of the Dialogic Method Framework. The activities are divided into three sections.

Section A CEO for a Day Activity

Section B Generate Options Activity

Section C Closing Activities

Solve Stage is when the process of dialogue moves into finding solutions or expecting outcomes for the situation that we have defined and understood. This stage has three steps: Generate Options, Evaluate Options and Actionate. These stories and activities can be used by the facilitator to practise the steps involved in the Solve stage. This toolkit is divided into 3 sections. **Section A** is an activity that puts the participants in a simulated position with the mandate and pressure to find solutions. **Section B** consists of the stories and situations that help the participants practise Generating several options to choose from as a solution or outcome. **Section C** consists of activities that can be conducted post the session to record the learnings, changes and commitments among the participants and a lighthearted closing.

CEO

Section A

CEO for a Day Activity



CEO for a Day Activity

Time Required

60-75Minutes

No. of Participants

5-50 (depending on the number of facilitators and time available)

Mode of Delivery

Both

Can be used in

Convening

Context/Objective

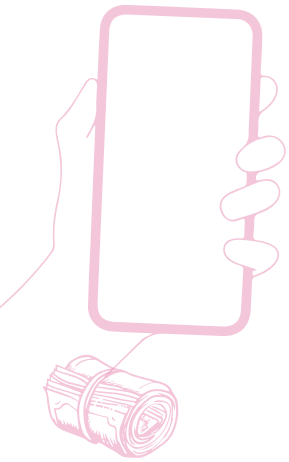
The aim of the activity is to encourage the participants to put themselves in the shoes of a leader and practice defining a situation and generating and listening to options.

Description

Split the participants into groups and ask them to discuss in groups what they would each do if they were CEO for a day, what current practices would they change or what they would get done differently in the organization. After they are done with the discussion all the groups are brought together and each participant is asked to share to the rest of the group their idea along with another idea of one of their group members that they really liked and would like to implement.

Debrief

1. How do you feel?
2. What was the difficult part of the activity, if there were any?



Section B

Generate Options Activity



Generate Options Activity

Time Required

15–30 minutes (depending on the number of participants and the options generated)

No. of Participants

Any number

Mode of Delivery

Both

Can be used in

The Dialogic Method Workshops

Props/Prep Required

Story/Situation

Context/Objective

To practice generating an abundance of options for a situation and ensure the options are designed for the interests of all the stakeholders.

Description

The facilitator explains the following story to the participants.

- i) Preethi is a young woman who has got a job in Bangalore and is looking forward to moving into the city with her dog, Mars. Mars has been her best friend and closest companion for 8 years. Since Bangalore traffic is world-famous, she is looking for a house close to her office.

Mr and Mrs Sastri are a retired couple who own two-flats in Cagna Society. They live in one of the flats and they have rented the other flat, which is their only source of income. Unfortunately, their previous tenant had to move out without notice due to some personal emergency. Now, they are in dire need of a new tenant to meet their expenses.

Cagna Society is a wonderful society and it is known for 2 things. It is a haven for retired people and it has won the “Cleanest Apartment Society” Award for 4 years in a row and they intend to keep it for the 5th year.

Luckily, Preethi found Mr and Mrs Sastri’s flat in Cagna Society, which is a 10-minute walk from her office. But, Cagna Society doesn’t allow pets and now Preethi needs to make a decision.

The facilitator can change the names and certain details of the story at their discretion. The facilitator can also use a few other situations like,

- ii) Ibin works for an eco-tourism NGO and is trying to help a family in his village to convert their house into a homestay that will provide income for them. However, the village authorities are against letting tourists into the village as they use substances and intrude on the culture of the village. On the other hand, Ibin’s job relies heavily on his first project to convert the family’s home into a homestay and the

Description (Contd.)

owners of the house rely on this opportunity to get some income. The village authorities have strictly said that the owners cannot live in the village if they attempt this project and bring the tourists in.

- iii) Bina and John are neighbors. They live in a small village 70 km from the town. Bina's mother suddenly falls ill and Bina admits her in the hospital. She is struggling to meet the medical expenses.

John's mobile breaks suddenly and he needs a mobile for his work. He can only buy a mobile in the town that is 70 km away from the village. Since there are no proper public transport services, he needs to shift a few modes of transport, which will cost around Rs.800 to reach the town and get a secondhand mobile within his budget.

Bina is ready to sell her mobile to John for Rs.10000 so that she can take care of her mother's medical expenses. However, John feels Rs.10000 is too high for a secondhand mobile.

- iv) There are two villages in a rural community, where one village is upriver and another village is close to the banks. The main occupation of the upriver village is fishing and the main occupation at the downriver village is farming (paddy fields). The people from the upriver village wanted to increase their fish population and they came together to build a dam so that they can preserve more water and hence harvest more fish. This has affected the people in the downriver village as they are affected by water scarcity now as the water has stopped flowing down.

This situation has further angered the people in the downriver village who have already been feeling inferior as they see the people in the upriver village as well-educated, in better economic strata, and with better facilities. They also feel like they are always oppressed and taken advantage of by the privileged people in the upriver village. At the same time, people from the upriver village also feel entitled and privileged to control and keep the resources for themselves.

The facilitator can ask the participants to generate as many possible solutions to the situation and then try to generate sustainable solutions.

Debrief

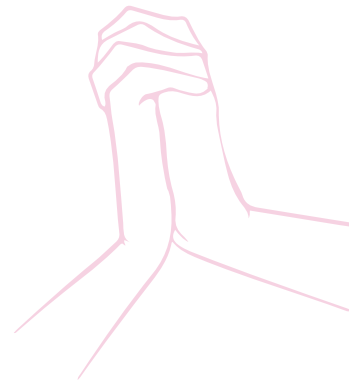
After the participants generate non-sustainable/worst solutions, the facilitator can point out that they didn't hold back when generating non-sustainable solutions and even the non-sustainable solutions satisfy at least one party's interest.

The debrief should emphasize that when we have the same attitude of abundance to generate as many solutions as possible without self-eliminating them, while designing for everyone's interests, we get sustainable solutions.



Section C

Closing Activities



Gratitude Activity

Time Required

50 mins (depending on the number of participants)

1 minute to each participant

No. of Participants

5-50 (depending on the time available)

Mode of Delivery

Both

Can be used in

Designed Dialogic Spaces/The Dialogic Method Workshops

Context/Objective

The aim of the activity is to foster a sense of gratitude as well as appreciation for the others in the group.

Description

The activity is usually carried out at the end of each day's sessions. The participants are asked to thank one person from the group for something that they said or did that provoked a thought or made them see something differently. It can also be for being there for them at some point that made something easier or less difficult for them.

Debrief

the facilitator can ask if the participants have any comments/thoughts/reflections to share.

Commitment Activity

Time Required

15- maximum 60 minutes (depending on the number of participants who share).

10 minutes for everyone to fill the responses and 1 minute per participant to share.

No. of Participants

5-50 participants

Mode of Delivery

Both

Can be used in

Designed Dialogic Spaces/The Dialogic Method Workshops

Props Required

Printed forms with the questions/Plain sheets of paper and pens

Context/Objective

This is usually the last activity. To solidify the learnings from the sessions conducted so far- allowing them to set achievable goals towards the shift(if any) that they've seen.

Description

Pass out printed forms with two questions:

- What am I going to do differently after this event?
- What am I going to help others do differently after this event?

Allow all participants 10 minutes to fill in their responses. Invite participants to share their responses with others (stress that one can keep the responses private if they choose to).

Debrief

The facilitator can further ask if the participants would like to share any other reflections/thoughts/comments. The space should encourage voluntary sharing by the participants.

Music Jam

Time Required

30-50 minutes (Ideally, 1 minute per person. If there are fewer participants, multiple rounds of singing can be done)

No. of Participants

5-50 participants

Can be used in

Designed Dialogic Spaces/The Dialogic Method Workshops

Mode of Delivery

Both

Props Required

If possible, a few simple musical instruments

Context/Objective

This activity can be best used after the closing of the session to end it with a light and fun note.

Description

The facilitator can ask the participants to sit in a circle.

- Each person can sing any song they like (preferably something others can sing/hum along to)
- They can sing the chorus or just a few favorite lines and then they pass to the person on their left.