

Knowledge to lead



Conducting a Land or Sea Spectrogram

Step by Step

1. Lay out colored tape or a rope across an open floor. Ideally the tape stretches 15-20 meters. One end of the tape is marked as "Strongly Agree", and the opposite end is labeled as "Strongly Disagree". Cross-marks are made along the line.
2. Invite participants to move toward the line and positioning themselves depending on their agreement or disagreement toward the statement.
3. Place yourself into a position: the facilitator "interviews" people along the line, asking them why they are standing where they are: passion is encouraged in describing positioning, and listeners are encouraged to shift their position if the "interviews" alter their thinking and perspective on the question.
4. Interpret the statements in a free way and means: such statements are deliberately structured to be vague and ambiguous to encourage participation.
5. Doing wisely rephrasing and merging comments, the facilitator can progressively accompany the group to build a consensus on the way to go.
6. Reach a consensus; where it is still hard to reach, the facilitator can acknowledge that explicitly and:
 - ask to the group if they agree on using the traditional vote method to make the decision;
 - ask to the group if they agree in postponing the decision - whenever possible - to allow for missing elements to be reconsidered all together.
7. Discussion amongst the participants and raise a good "mapping" of the topics and opinions that people want to explore. It may lead in a lot of spontaneous laughter, which is an excellent way to build the energy of the day.



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