

The Art of Thinking Together

Dialogue enables people to bring out the best in each other and develop new opportunities that would seem impossible in other contexts. It can help you maintain perspective in the face of change and use conflict productively to access collective wisdom. At dialogos, we see dialogue as a stance, a practice among a group of people, and the cornerstone for an approach to large systems change. Dialogue may be the single most important capacity your team or organization can develop.

The Art of Thinking Together (AoTT) is your first step toward better performance. It promotes system-wide commitment and organizational productivity made possible by dialogue. AoTT is a two and a half-day integrated introduction to dialogue, organizational learning, and collective inquiry. As a participant, you will learn new communication, action, and awareness skills, and experience what dialogue feels like through practical exercises. You will walk away with new perspective on familiar group patterns and structures, and new tools for influencing the larger systems in which you work and live.

Your Invitation to The Art of Thinking Together

Dialogue enables people to access and expand their collective intelligence. In AoTT you will begin developing this capacity through skill-building and practical exercises such as:

- Learning and rehearsing a dialogic approach to change
- Discovering balanced action in a team or group
- Inquiring effectively into “what’s really going on” in a conversation
- Understanding the three different languages people speak and why breakdowns occur
- Diagnosing self-defeating patterns in your work teams and in your communication
- Gaining a feel for the power of collective intelligence and its relevance to you
- Grounding your opinions and abstractions in data that can be validated
- Using reflection to achieve impact on action and the quality of your decisions

AoTT’s Guiding Principles

The AoTT will build your intellectual understanding and your practical ability to use dialogue as a strategic addition to your communications repertoire. We see dialogue as both a practice and a way of being.

AoTT’s Learning Methods

The AoTT uses a variety of learning methods, including lecture, large group dialogue, small group reflection, reading, individual and team presentations, and videos. We emphasize individual practice by complementing group work with individual reflection and keeping a journal. Your fellow participants from around the world and from the office next door will be your sounding board. They are dialogue collaborators as you experiment with new skills and awareness.

Who Should Attend

You might consider joining AoTT if:

- You are a leader, aware of the complexity of the issues you are facing
- You are empowered to address them, and you are not sure how to proceed
- You want to unleash intelligence at all levels of your organization
- Differences in mental models across functions, divisions, or cultures are blocking your group’s effective collaboration
- You sense that the work of your team is limited to “group-think” debate, or superficial activities

Participants representing a broad range of industries, functions, cultures, and organizational structures have significantly benefited from and contributed to the AoTT learning experience.

Invigorate Your Team

Colleagues who attend AoTT together gain a heightened capacity for using dialogue effectively within their organizations. They can think together about how to immediately take the practices back to the office in a sustainable way. Dialogos encourages group attendance by discounting groups of three or more.

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