

Large Group ORID Example

Digesting the Information from Speakers in First A.M. Session

Note: everyone sees these instructions on a PPT slide and Barbara explains process to whole group before they begin

Purpose of this reflection:

- digest and reflect on the information you've heard
- process and share any frustrations and concerns in the safety of a small group
- recall how many of you have weathered previous downturns and hear perspectives of others on how they hope/expect to pull out of this

Instructions:

In your table groups, you will have 20 minutes to recall what you each heard from the speakers and reflect together on the implications for you. The person with **the most pets** at your table group will be the table group "facilitator".

Facilitator: All you have to do is ask the questions below, ensure everyone shares the time and has a chance to speak, and ask for a volunteer timer and recorder.

Timer: Approximate timing for each question is indicated below in parentheses after each question.

Recorder: Please record group responses (use their words, not your paraphrasing as much as possible) on the template provided and pass them to one of the facilitator team at the break. Capture the key points as best as you can. Write legibly.

Questions:

- Everyone answers this question: What is **one comment or phrase that you recall hearing** from one of the speakers? Here we are looking not for your interpretation, just the facts please. (Facilitator: please have each person reply – ask 'who wants to start?' and then pass to the person on their left) (3')

Not everyone answers the remaining questions - table volunteer facilitator asks for 2-3 different people to answer each question. Please ensure everyone gets a chance to be heard on at least 2-3 questions.

- What was **surprising** about information presented by either of the speakers? (1')
- What might be **missing from this picture** or the "data set" presented? (2')
- What's the **most disheartening** thing about hearing this information? (3')
- What reminded you of something **similar you've experienced in the past**? (2')
- What are the **implications** of this information on your organization? (3')
- What have you done in the past to **overcome similar difficulties**? (2')
- What was **successful? Why** did it work? (2')
- What are some **emerging insights** from our conversation so far? (2')