



# Moving the Needle

Methods for Effective Engagement

The background of the slide features a photograph of two individuals in a professional setting, likely a meeting. A woman in the foreground, wearing a blue polka-dot shirt, is looking towards the camera with a serious expression. Behind her, the back of a man's head and shoulders are visible. The entire image is covered with a semi-transparent blue filter. A thin yellow vertical line is positioned to the left of the text.

# Having Tough Conversations: The HADOC Method



# THE HADOC METHOD

Hear

Accept

Depersonalize

Own

Care



A photograph of a man and a woman in a professional setting, overlaid with a blue gradient. The man, in the foreground, is an older Black man with a grey beard, wearing a light-colored sweater over a collared shirt. He is looking towards the woman on his left. The woman is seen from the back, with her hair in a ponytail. The background is a blurred office environment with a whiteboard and papers.

## 1. HEAR THE CHALLENGE



A background image showing a group of diverse people in a meeting or collaborative work environment. They are sitting around a table with laptops, notebooks, and coffee cups. The image is overlaid with a semi-transparent blue filter. The text '2. ACCEPT WHAT IS SAID' is prominently displayed in white, bold, sans-serif font on the left side of the image, preceded by a short vertical yellow line.

## 2. ACCEPT WHAT IS SAID

A background image showing three people in a meeting. A man with a beard is in the center, looking down at something in his hands. To his left, a woman with dark hair is looking towards him. To his right, a woman with light hair is looking at him and holding a large sheet of paper. The entire image has a blue overlay.

### 3. DEPERSONALIZE IN RESPONSE TO THE CHALLENGE





## 4. OWN OUR OWN SUBJECTIVITY



## 5. CARE

- ▶ About the critic.
- ▶ About the public's perception of the event.



The background of the slide features a blue-tinted photograph of several hands raised, with index fingers pointing upwards, suggesting an audience or a group participating in a discussion. The image is semi-transparent, allowing the text to be clearly visible.

QUESTIONS?

# THE HADOC METHOD

Hear

Accept

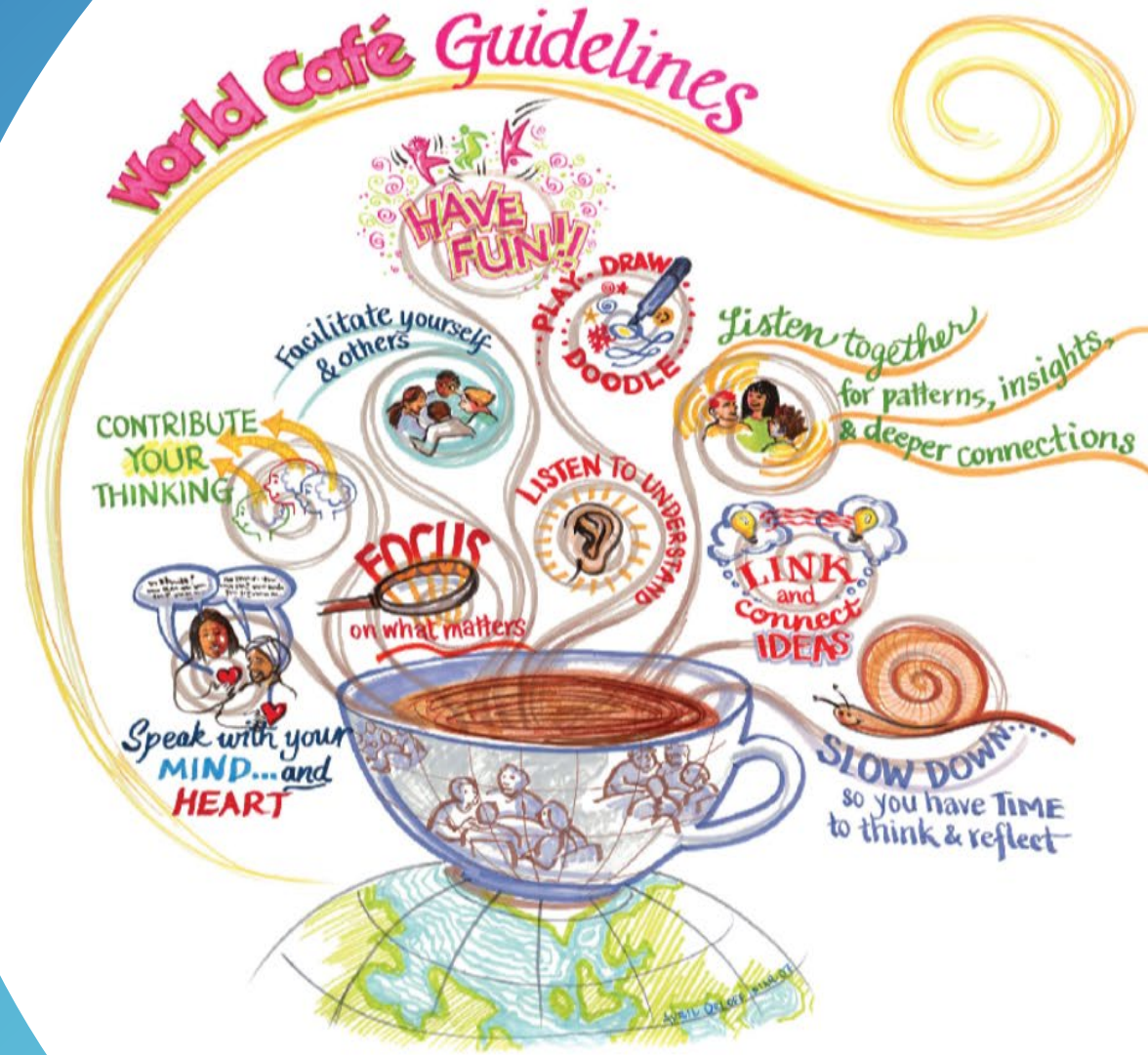
Depersonalize

Own

Care



# Tapping the Wisdom in the Room: The World Café Method





# The World Café

A process for fostering collaborative dialogue . . .

- ▶ Strategic questions
- ▶ Deeper thinking
- ▶ Cross-pollination of ideas
- ▶ Collective wisdom

Leading to richer and more informed action

# The Central Insight

The most powerful source of innovation is **the space between**

- The space between one person's comment and the next person's response
- The space between one person's experience and another's
- The space between one person's understanding and another's

The World Café is all about **creating and expanding** that **space**

# World Café Guidelines





# Table Talk

- Very brief introductions (Name and Council)
- After the first round, the Host shares some of the fruits of previous conversations at the table and reminds guest of the task for this round
- Conversation flows

# Table Talk

- Everyone is free to take notes, create diagrams or pictures, or just doodle. Whatever helps you listen and share
- The Host should take notes, capturing ideas
- **When a round ends, the Host stays at the table**
- **When the round ends, the rest of the group splits up and goes to other tables**

## First Conversation

**What are some of the obstacles you and your youth council have faced in effectively pursuing your goals?**



## Second Conversation

**Drawing from the experiences on the table, can you develop a deeper understanding of the obstacles youth councils face in effectively pursuing your goals?**

## Third Conversation

**Drawing from the experiences on the table, focus on one or a few obstacles and strategize about how youth councils might overcome them**

## Fourth Conversation

Drawing from the experiences on the table, can you expand upon some of the strategies or add additional strategies for overcoming some of the challenges youth councils face in being effective?



# Harvest

The background of the slide is a photograph of a vast wheat field during harvest. A combine harvester is visible in the middle ground, moving from left to right, leaving a trail of harvested grain. Behind it, a red tractor is also visible. The sky is a clear, pale blue. The entire image is overlaid with a semi-transparent blue filter to ensure the white text is legible.

Let's capture the most powerful insights you  
discovered and the most innovative  
approaches you foresee