

Understanding The Dialogue

In Search of Cohesiveness

Executive Summary

The Dialogue is a process with its roots in the beginning of western civilization with the prehistoric Greeks that is now employed by those who work in the field of Organizational Development to promote a closer relationship among members of an organization, community or enterprise.

Through a strategy that works to improve the quality of communication by removing or mitigating those issues that impede clear and accurate communications by employing rules that support cooperative discussion, with the intention of creating a sense of common understanding. The process promotes a capacity for recognizing differences as assets, wherein participants can find a closer relationship with one another that improves their effectiveness as members of an organization and increases organizational cohesiveness.

The Dialogue Process

Dialogues are usually conducted with participants in manageable groups where everyone can be seen and heard easily and arranged in a circle. The participants, guided by a facilitator, provide their individual view of the elements and ideas that brought them together. By following the simple guidelines of The Dialogue they contribute their unique perception of the common reality in order to construct their collective identity.

The Rules

There are three simple guidelines for those who participate in The Dialogue:

1. Speak from the first person – from one's own experience.
2. The effort to improve one's ability to listen attentively.
3. Suspending our judgment to better understand what is said.
4. Inquiry – to examine the assumptions that support our differences

From these simple rules the participants learn to act inclusively in the processing of information, question their assumptions, and expand their tolerance of paradox and ambiguity.

Inquiry

The final and perhaps most critical characteristic of dialogue is the use of inquiry. Unlike the three guidelines stated above, inquiry is the essential dynamic of any dialogue. Inquiry allows the collective to expose its common characteristics and pursue the notion of inclusiveness, which promotes cohesiveness.

END OF EXECUTIVE SUMMARY