



Creating a Culture of Engagement

(NPN Session 2E)

HUE Conversations





Guiding Principles



Affirm & Embrace Individuality

Encourage & Model “We are better together”

Adapt & Be Flexible

Nurture and Foster Connections

Facilitate Learning & Growth

Agenda



HUE Conversations – 2021 NPN

5 min	Welcome & Agenda
15 min	Opening Conversation & Overview
10 min	Five Types of Thinking
20 min	HUE Conversation Framework
10 min	Closing Thoughts & Appreciations

Objectives

- 1) Learn how to create space for inclusive engagement
- 2) Understand the foundational values of authentic engagement
- 3) Learn tips & techniques to effectively work with diverse ways of thinking and interacting



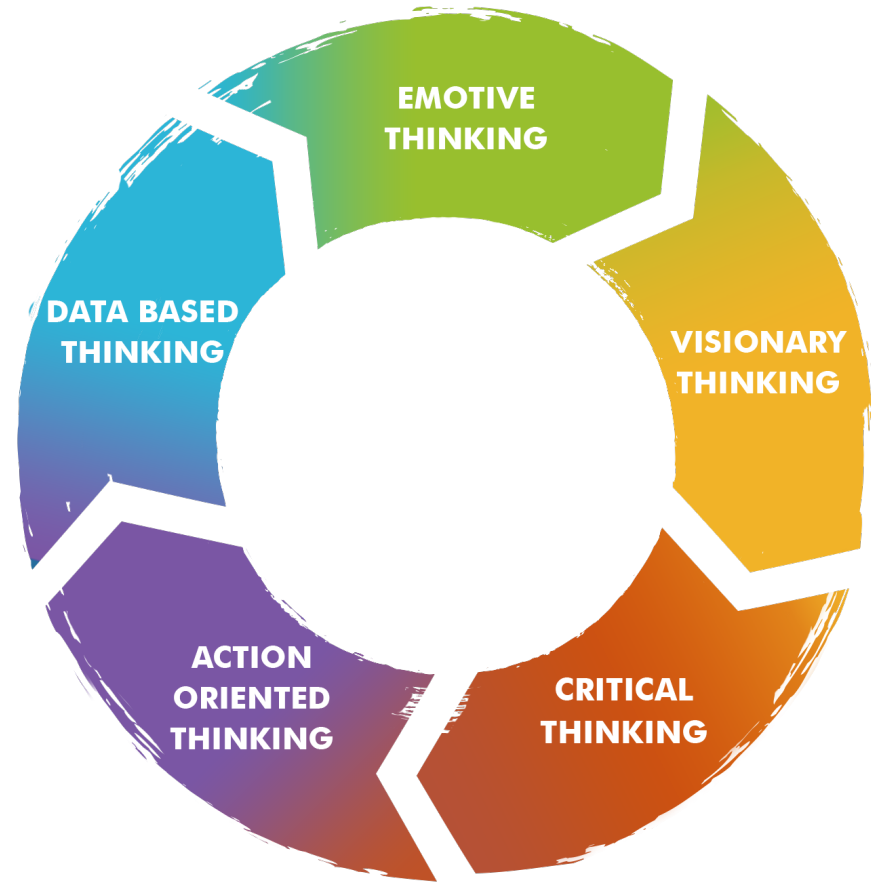
HUE Conversations

An inclusive framework for engagement, collaboration, and discovery resulting in a shared appreciation and understanding that drives teams to better -informed decisions and actions.



Opening Conversation

The Five-Step Thinking Model



DATA-BASED THINKING



- Facts and information
- Data you might still need
- Assumptions people have already made

EMOTIVE THINKING



- State individual feelings
- Share the emotions that are surfacing
- Tap into your intuition (gut reaction)

VISIONARY THINKING



- Surfacing new, innovative ideas
- Discovering what is possible
- Leveraging future opportunities

CRITICAL THINKING



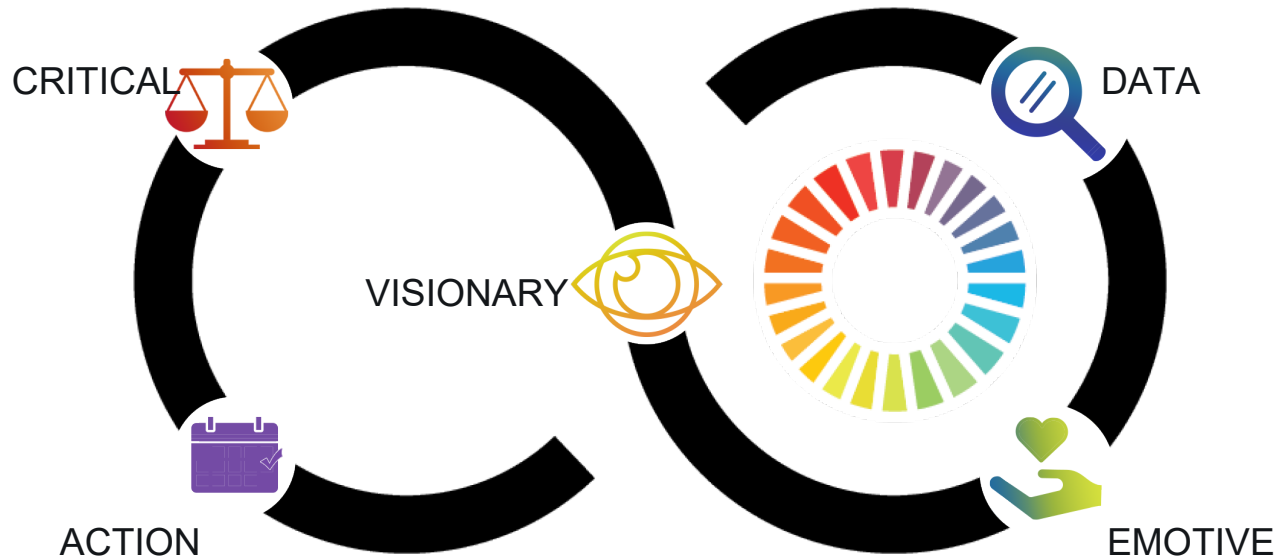
- Uncovering logical errors
- Filtering ideas via objective criteria
- Implications of choices made
- Alignment with purpose

ACTION- ORIENTED THINKING



- Making decisions
- Getting commitment
- Establishing accountability

Thinking Preference



Who Sits at Your Table?

How do the different ways of thinking and processing information affect conversations or meetings?



HUE Conversations: DEVCA Model



SAMPLE QUESTIONS



- What did you notice?
- What did you see/hear/do?
- What parameters (givens) exist?
- What data are we missing?

SAMPLE QUESTIONS



- What did you like?
- What did you dislike?
- Where are you challenged?
- Where are you inspired?
- What does this remind you of?

SAMPLE QUESTIONS



- What options do we have?
- How might we do things differently?
- What insights does this bring forth?
- What benefits might we achieve?

SAMPLE QUESTIONS



- What risks are present?
- What are the implications of action (or inaction)?
- Which ideas best stand up to scrutiny?

SAMPLE QUESTIONS



- What are the next steps?
- Who will do what by when?
- Who will summarize what we talked about today?

HUE Conversations Overview

- Provides a structure for clear dialogue and reflection
- Probes beneath the surface to the depth of a topic
- Encourages a diversity of perspectives



HUE Conversations Application

- Discussion-based meetings
- Reflecting on accomplishments or failures
- Collecting data and ideas
- Processing challenging issues
- Increasing understanding of a situation



SHARED AWARENESS

HUE Conversations Outcomes

- Move people from a mindset of fear to a mindset of choice, empowerment and innovation
- Improve efficiency and effectiveness
- Focus individuals and groups on shared interests



5 Learning Experiences

HueLife offers a variety of experiences including 90 -minute quick learns, half - and full -day courses, and multi -month learning journeys.

We can offer follow -up options to any of our experiences. These provide participants the opportunity and the space to practice what they learned, sharpen their new skills, and receive peer and coach feedback.



Assessment

- Develop a shared understanding
- Understand your current reality



Inclusive Engagement

- Strengthen relationships



Innovative Approaches

- Develop options that lead to action



Strategic Thinking

- Develop collective strategies



Planning, Implementation & Evaluation

- Develop a successful plan of action



THANK YOU!

**From the
HueLife Team**



Facilitation & Training Services for

- Assessment, Strategic Planning, & Implementation
- Team Building
- Inclusive Conversations
- Gaining Consensus
- Diversity, Equity, & Inclusion
- AND more!



QUESTIONS & COMMENTS



THANK YOU

For additional information on our courses or facilitation services,
visit www.hue.life