

	At the end of the Dialogic OD Conference, people were asked to write the one thing they would want others to know from their experience in the Conference. These cards were then passed around and rated by five different pairs of participants; these were the ideas, and ratings, that emerged (out of 35)
Rating.	Idea
31	What would be different if we understood "negativity" as the outward appearance of people's frustrated hopes and dreams?
29	Asking questions from different lenses creates space for a more generative dialogue and opens possibility for new thinking.
28	The value of holding the space long enough for something to emerge ~ what do I want my narrative to be in relationship to the practice of Dialogic OD a year from now.
28	Consultant is part of the change process, not apart from the change.
27	Before searching for coherence accentuate the difference. Anxiety and disruption required to set the stage for the new to occur. I have to help leaders become comfortable with their discomfort. Focusing on how they want to be together during anxiety is a practical exercise to use.
27	The minute we say "here's how we do it" you've moved into nonsense. Stay thirsty my friends.
27	Stay open. (Ed Schein)
26	Kaleidoscope session - profound insights into the power of provocative questions through diverse lenses.
26	Remember you don't have the answer, it is still emerging.
26	Go sideways in the conversation rather than trying for common ground 'above', the difference of opinion.
25	Change happens but transformation requires intentional openness, trust, the willingness to listen, to dialogue, to see the world yourself and others in a new way.
25	What if we sat together in our discomfort, asked the big questions, and listened/inquired our way to collective resolve and action?
24	I learned today the idea of, as we face terrifying complexity and uncertainty, the effect of "holding things lightly". Wow.
24	Asking the questions without needing answers is fun! And can be the answer itself.
24	It is important and good to stay with open curiosity way longer than people feel comfortable. And - how do we come to a useful synthesis for action?
24	Words create worlds. Name your way into the future you desire.
23	Disrupt compassionately.

23	Today I was reminded of the importance of space - physical, emotional, time - in helping to bring about emergence. Ex: having empty chairs in the afternoon exercise for people to step in with new ideas.
23	The world is becoming less predictable so we need to be open to including a broader base of people in the dialogue. - Edgar Schein
23	In the Kaleidoscope session I saw/experienced the power of using various elements of Dialogic OD as lenses, such as dialogue, generativity, improvisation. This was important because the questions shifted my understanding of the dilemma and I thought about it differently
22	I especially enjoyed the Breakfast session for emergence. It allowed me to better understand that the lens I use reflects my own values, concerns (safety, authenticity, integrity). My wish to name phenomena constrains its shared meaning.
22	I realized again the importance of holding on to questions. During the Kaleidoscope activity, I learned from the questions asked. I also learned that NOT seeking answers can be highly generative.
22	The Kaleidoscope experience highlights just what a creative understanding the act of interviewing is - truly an ----- . The idea of having different "lens" available in the diagnosis was very interesting. I have a fresh appreciation for "multiple" perspectives.
22	There is so much joy in asking questions that matter and in being able to simply do and say what you are doing
21	When you are stuck identify the word keeping you stuck and find more generative words to describe the same thing.
21	Ed Schein and the Security of Uncertainty
21	Facilitation in moment: emergence needs openness. Openness is love and courage combined. Breath brings the body and mind to the presence. Presence invites the dialog that transforms.
21	Experiencing the power of the narrative of human experiences around the issue that we struggle to understand
21	Change the narrative, change the results
21	Generative images enable organizational action, and after convening events ---- modeling, nurturing, and embedding.
21	Transformational change through DOD is dependent upon reframing the question in terms that you can see a way to tackle.
20	Kaleidoscope for increasing multiple points of view
20	The importance of naming and letting go of our names/opening to emergence, as they lose their generativity and understanding the subtle power dynamics of our naming.
20	Dialogue is not only for an event. It is also for ordinary day. Dialogue for preparation: dialogue for invitation, dialogue for event, dialogue for action, dialogue for reflection. - So Yoshida

20	Keep talking, keep moving...(engage...connect...disengage...RINSE + REPEAT)
19	Roaming the hallways, listening, learning, talking is real work that helps transform relationships and organizations
19	Be present - sense...space around you, yourself, the people you are with <u>as you dialog</u>
19	I was struck by the power of words and inquiry; words have power to trap or unleash -- dialogue can do the same. In the midst of conversation...complexity fades to the foreground.
19	Holding the space for connecting from your whole being; connecting with others, connecting with yourself. This is what I feel truly passionate about.
19	A reinforcement of the importance of staying inquisitive. The power of questions & inquiry to help us generate new insights for how we are relating and talking, including the language we are using, the stories we are reinforcing, to help us go on together in new, more generative ways towards new possibilities to create a new.
19	Embrace complexity! (you have no other choice.)
18	Conversation/dialogue opens minds and opportunities. For better understanding we need to move towards shifting our existing mind set to being open to change.
18	Kaeidoscope: a process of asking circular questions that bring different lenses and different perspectives
18	Understanding the elements of the DOD, <u>mindset</u> and "secret sauce" factors that impact transformational change.
18	Words create worlds
18	If you change the narrative, you'll change the approach (...and the outcome?)
18	Dialogic OD is not being afraid to try something that may not work - learning about Kaliedescopes.
18	The value of sharing lenses of curiosity to open one's mind to possibilities and wise action
18	Letting go of 'your' answers creates the space for the wisdom of what is needed to emerge.
17	Creating experimental exercises that ground the theories (eg. Peggy/Yabome workshops) being taught.
17	Transformative learning as a personal experience results in growth for many. Thank you!
17	Hold things <u>lightly!</u>
17	The mindset with which one uses a tool, method or process influences how others feel, think, and do things together...and what emerges.
17	There are all around us beautiful opportunities to connect with someone new and to learn from their experience -- in doing so I am enriched, they appreciate being listened to, and together we made the world a better place.
17	How do we stand in a place of connection & grace with inspiration and pragmatism.
17	We could create a LinkedIn group or a Wikipedia page on Dialogic OD. Follow up dialogue with + from participants inviting others in the <u>Dialogue!</u>

17	Dialogues about race can create a generative and transformational change by shifting the story through empathy and relationships - but it must be discussed.
17	After the primary "event", -process & harvesting & change, etc. - Build in free REJECTION DIALOGUES to review, reconsider, change & recommit to the promise of the process
16	Kaleidoscope was a wonderful, "real" demonstration of a tool, many tools (lenses) and example of the benefit perspective.
16	"Maybe we shouldn't call it OD. Maybe it should be called Dialogic Inquiry" - Ed Schein
16	the concept of the generative idea to begin dialogue, changing mindsets?, thinking mindsets?
16	Understanding how important the invitation is for dialogic OD, as we are different from change management and old ways of working (that don't always work)
16	There is great simplicity and great complexity in embracing Dialogic OD as a way of thinking, a way of being.
15	The art of fusing dialogic and diagnostic takes a long time to learn. There is no prescribed method, and I need to be courageous to be open, curious, and vulnerable to expose my self to this "art".
15	the 1 thing: The Kaleidoscope as a method of inquiry to help surface new perspectives/ways of viewing issues that have been previously "unseen".
15	As a dialogic OD Consultant, Its okay to say "I don't know, but willing to try if you are. "
14	Experiencing connectivity and alignment beyond words - during the engaging emergence activity/session.
14	Ed's opening comments: "Of I fear you won't be living in the moment", "stay open my friends"! And our discussion during the networking time is managing the balance of naming and renaming/learning and unlearning.
14	The power of context and historical continuity Ed Schein's opening context, wisdom, cautions and the emergence of what is next, possible, etc.
13	Importance of skills to do good dialogic OD: design of meetings (events), designing (change) processes (creative), - facilitate in the moment - (a) do something (externally) and (b) be aware (internally). {AHA MOMENT}
13	Focus on mindset, a relationship, -conversation not concept, process, or tool.
13	The secret sauce of Dialogic OD was energizing for me: emergence, narrative, generative images. Naming, compassionate investigation, processing, maximizing narrative.
12	As facilitators, we can create containers where people can communicate from a place of authenticity and humanity. This experience creates trust and affinity between participants.
12	Piece of insight/advice. Prefer inspiring questions that promotes new thinking to intelligent comments to stories already written.
12	Most critical to OD going forward in facilitating emergence reflected, monitored, and stimulated by a diversity of narratives attached by select generative images.

12	Coming together in community, we get a lot "done" in ways we likely don't see or appreciate...yet!!
12	DOD and people came together to learn, explore and share about how to change the world through dialogue.
12	Kaleidoscope exercise illustrated the importance and power of having practice to approach any issue by seeing it solely through each lens
12	The space between 2 people can occur as richer and deeper without words cluttering the space, just "being"
11	It is not the talking, it is the doing!
11	Strip away the complex and return to basics. Sourced from Chris's 'container' session.
11	Surrounded by scholars and practitioners who understood what I do. Did not once have to try to explain my dialogue work, how refreshing and confirming
11	While I am not an "OD" professional, I felt the folks here as kindred spirits. The connections were varied and strong: session to session, room to room, moment to moment.
11	Stay open. Explore others' perspectives. See what shows up.
10	I emerged to the other side of the polarity of Diagnostic vs. Dialogic to a space of newness: new perspective, new question, new thinking, new me.
10	I'm not the only one jazzed by ambiguity. - Alice
9	Opening up new windows/ perspectives on how to enable 'dialogic changing' with really large numbers of people - being more inclusive and having more impact.
9	Using a version of Kaleidoscope to generate ongoing conversation of empathy and insight in a system.
9	We came together today + talked! Dialogued, started conversations, networked.
8	There are words and terms for describing the work that I do! How affirming!
7	We heard about the philosophical foundations of Dialogic OD and been on an inquiry into academic thought on the topic.
7	Connection to listing of OD.
6	A whole day of new learning!
5	The evolution of OD is good; it is shaping into something useful for more people. We are learning how to learn (that really matters).