

## Consultancy Protocol

1. Presenter gives an overview of the dilemma and frames a question for the group to consider. (5 minutes)
2. The group asks clarifying questions of the presenter – that is, questions that have brief, factual answers. (5 minutes)
3. The group asks probing questions of the presenter. Probing questions are intended to help the presenter clarify and expand higher thinking about the dilemma – to think differently and more deeply about the dilemma. Only the presenter responds to the questions. (10 minutes)
4. The group talks with each other about the dilemma presented. Discussion may include what they heard and did not hear, new questions, assumptions they have identified, their thinking, potential actions, etc. The presenter listens and does not participate. (10 minutes)
5. Presenter reflects on what was heard, what was learned, and what s/he is not thinking. (5 minutes)