

Checklist for when to use a Challenge Dialogue (Fit)

A Challenge Dialogue is intended to engage diverse stakeholders in high-level conversations

A significant leadership skill required in the knowledge-based economy is the ability to nurture “high-level conversations”. This principle, among others, requires active listening skills that should be modeled in all interactions with potential Dialogue clients and participants.

The importance of high-level questions in nurturing high-level conversations

An important tool for helping people to engage in high-level conversations is the ability to pose high-level questions. Thus, the following main template in Challenge Dialogue Step 1 is aimed at supporting this questioning activity to determine if a Challenge Dialogue is warranted.

Questions about the Challenge

1. Can you articulate in one to three sentences a problem or opportunity (the Challenge) that requires action within the next six months?
2. Does the Challenge require innovative and unusual ways of thinking and of organizing for action?
3. Is this a complex Challenge requiring collaboration among diverse stakeholders?
4. Would this group of diverse stakeholders benefit from guidance on how to collaborate effectively toward a common goal?
5. Would this group of diverse stakeholders benefit from guidance on how to move from idea to action?
6. Is there at least one person who is a recognized leader and who is passionate about this Challenge?
7. Is this person willing to devote a significant amount of personal time and energy to this Challenge?
8. Does this person believe that the way they’ve done things in the past won’t work for a Challenge of this type and this complexity?
9. Is this person willing to listen to and have his/her thinking shaped by diverse opinions?