

10 Minute Story-Telling Tool©

Facilitator's Instructions

About this exercise:

This exercise asks participants to think of a high point experience when they or their team members put the values of the organization into action.

When to use this exercise:

This exercise can be used in a variety of settings, but is designed to be used in team meetings of 4 or more individuals. It is suitable for groups of several hundred.

Materials:

Each participant will need a copy of the second page of this document, and a writing utensil. You may also want to provide printed copies of your values list, or display the list on a projection screen.

Instructions:

Ask team members to partner with a colleague. If possible, pair team members who don't know each other or often work together. Instruct participants to move to a quiet location in the room, and to interview their partner using the questions below. The interviewer should take notes on the conversation. After five minutes, encourage the partners to switch places, so that the interviewer becomes the interviewee.

Reporting:

When participants are finished, bring the group back together and ask for examples of exceptional stories. In a small group, several people may be able to tell abridged versions of their stories. In large groups, you can ask people to share highlights at their tables, or ask for a few volunteers to share their partner's story with the whole room.

Challenge:

This process focuses on a single value. Challenge leaders to do the exercise again, considering each of the company's values. Consider ways these stories could be collected – in a newsletter, on a blog, in videos.

Methodology:

This exercise utilizes Appreciative Inquiry methodology, a positive approach to leadership and organizational change that is used to help organizations of all sizes move strategically toward a shared vision for the future. To learn more about Appreciative Inquiry and how it can be used to shape strategy for your company's future, [visit this link](#).



The 10-Minute Story-Telling Tool is a product of the Center for Values-Driven Leadership at Benedictine University and is available for non-commercial use. For additional information or resources, contact info@cvdl.org.



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Interview Guide

Today we will be discussing our shared values. Take five minutes to interview your partner with the questions below, making notes as you listen.

QUESTIONS

Our company has a list of shared values that are important in shaping our decisions and determining how we treat each other, our clients and customers, and our community. Review the list, think about your experiences here, then tell me which value you personally find to be the most powerful in your experience at our company.

- What draws you to this value?

- Why is it important in the work that you do?

Now think back to a time when you or your team really displayed that value. Tell the story, going into as much detail as possible. What happened? What were the forces and factors that made the experience possible?

- What was it about you or your team that reflected the value?

- Who were significant others and what was it about them that made it a high point?

- What was it about us as an organization that it possible to uphold this value?



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