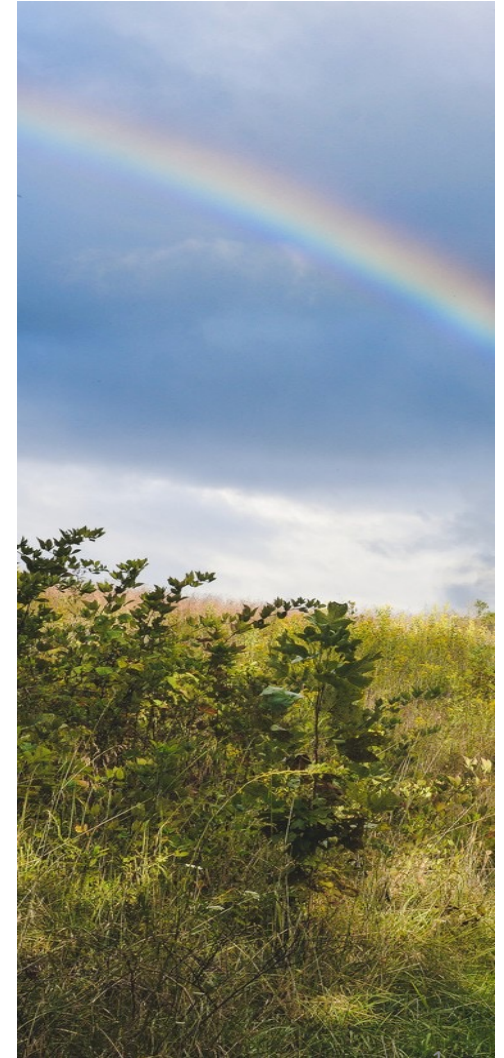


Bohm-Inspired Dialogue

NCDD June 3, 2022

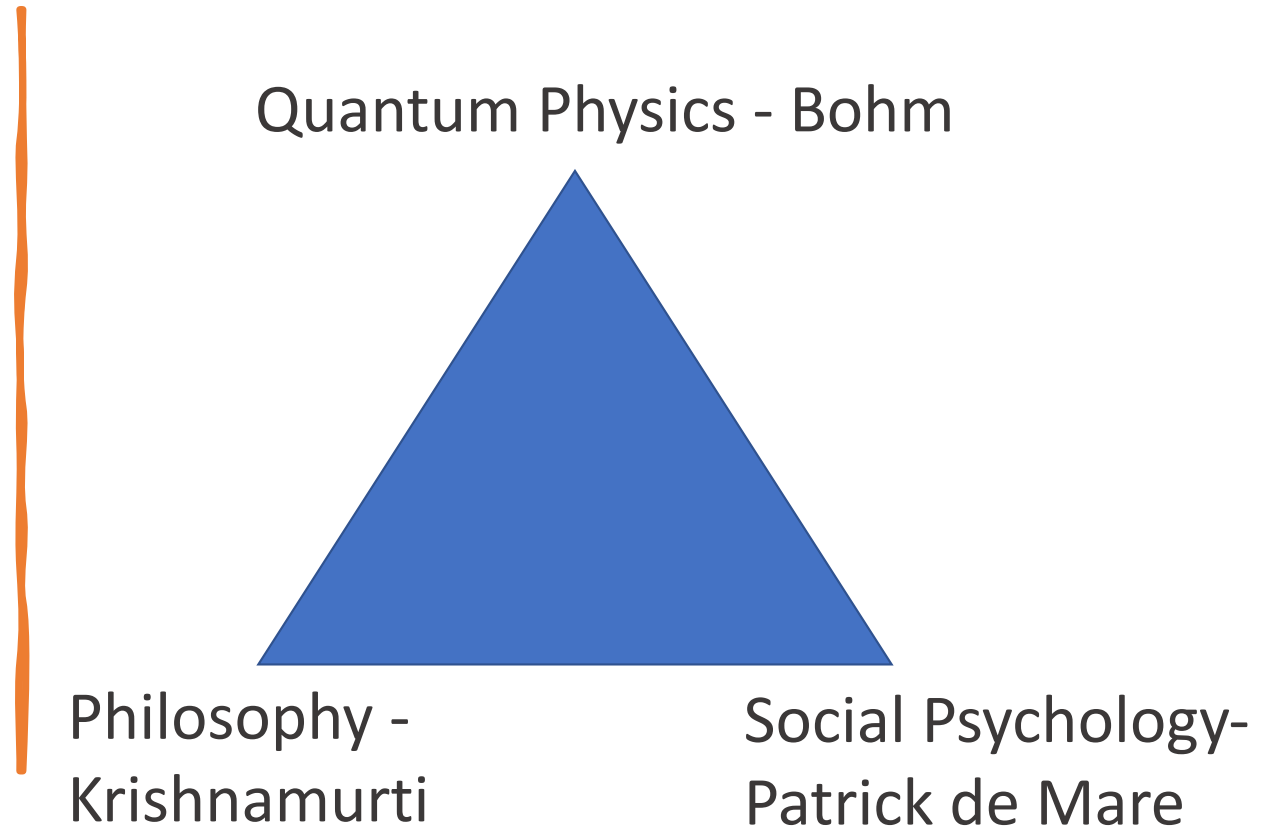
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Roadmap for today

- Meeting David Bohm
- Definition of Bohm-inspired Dialogue
- Bohm's proposal for Dialogue
- Why Dialogue is important today
- Conversation Continuum – Dialogue to Discussion/Debate
- Divergent-Convergent Conversation: Dialogue, decision making, and aligned action
- Essential skills for Dialogue
- An activity: Inquiry and Reflection circles
- Programs in 2022 and 2023
- Q&A

Influencers of Bohm's proposal for Dialogue



Bohm's Dialogue



Dia~logos

Meaning flowing through

Bohm's Dialogue

“Suppose we were able to share meanings freely without a compulsive urge to impose our view or to conform to those of others and without distortion and self-deception. Would this not constitute a real revolution in culture?”

--David Bohm

Fragmentation

- Breaking things apart that belong together or are part of one larger system.
- When we don't consider the whole, we get lost in the parts.
- We think we have solved one problem only to see that we have caused several more.

V - volatile

U - uncertain

C - complex

A - ambiguous

- Such environments call for reflective, participatory thought.
- Otherwise, we will keep repeating patterns that lead to worsening fragmentation and incoherence

Importance of Dialogue Today



Conversation Continuum

Conversation Continuum

Dialogue

Discussion/Debate

Seeing the whole

Focusing on the parts

Inquiring into assumptions

Defending assumptions

Listening as an ally

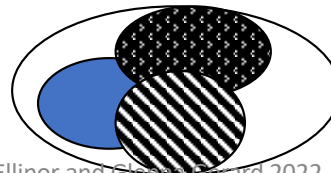
Listening as an adversary

Learning

Telling & persuading

Shared understanding
(does not = agreement)

Choosing one option



Dialogue, Decision Making, Aligned Action: Divergent & convergent conversation

Hear all Voices
Build Shared
Understanding
Open-ended
Explore
New Thinking
See Systemic
Patterns

*Divergent
Conversation*

*Convergent
Conversation*

So What!!
What Now?
Evaluate
Make Choices
Move to Action

Essential Skills for Dialogue



Suspension

Assumption Identification

Listening at Three Levels +
Silence

Inquiry and Reflection

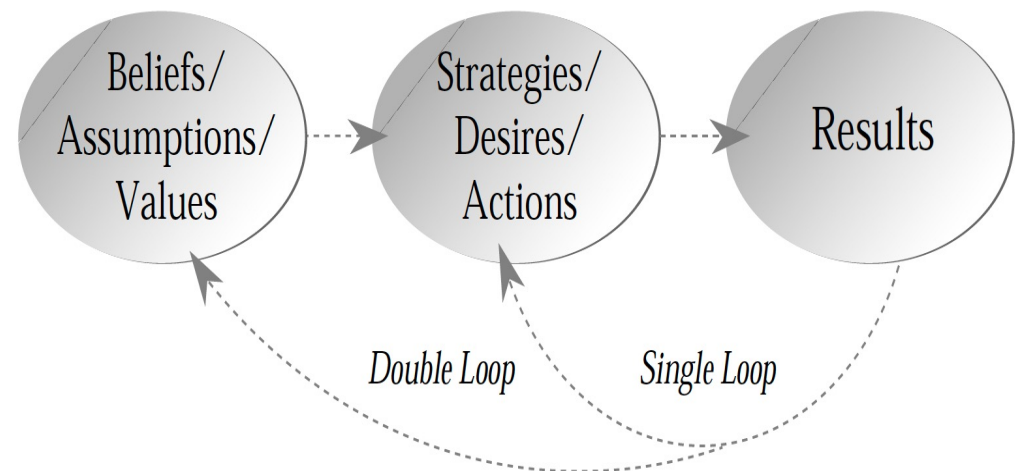
Suspension: Two practices

- Placing content in the center of the circle to make visible our thinking, feeling, interests
 - ✓ A pre-requisite for discerning individual and collective meaning
- Interior move to witness and observer
 - ✓ Self-awareness allows for conscious choices about when and how to add our voice
 - ✓ We become aware of trigger reactions

Identifying Assumptions: Double Loop Learning*

Inquiring to reveal current mental models and potentially change them...

Embedded in the current status quo, norms, ways of working...



Single and Double Loop Learning

*Adapted from work of Chris Argyris

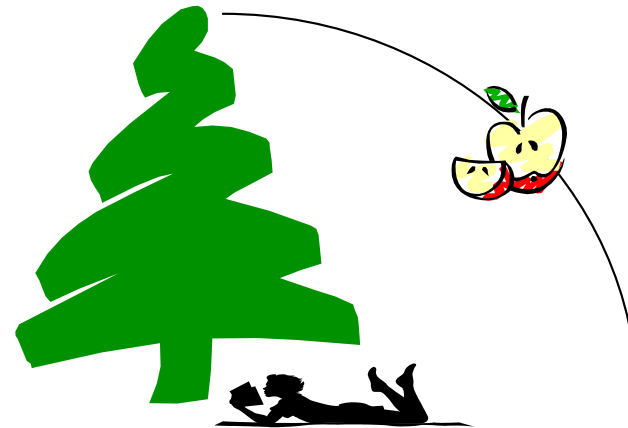
Listening: At three levels



- **Self**
 - ✓ Internally to your own thoughts and feelings bodily sensations – choosing what you to share and not
 - ✓ Externally as you speak – Are you fully present? Are you complete and still talking?
- **Others**
 - ✓ What is their experience?
 - ✓ What meaning are they offering the group?
 - ✓ What assumptions do you hear that you could help make visible?
- **Collective**
 - ✓ What assumptions does the group share in how they are making meaning?
 - ✓ Have we heard all the voices?
 - ✓ What collective themes do you hear?
 - ✓ What thinking and feeling may not have been expressed that could be brought forward with a question?

Inquiry & Reflection

a tree, an apple and a human



*Thus, the task is not so much to see what no one yet has seen,
but to think what nobody yet has thought about that which
everybody sees.*

--Schopenhauer

2022-23 Programs



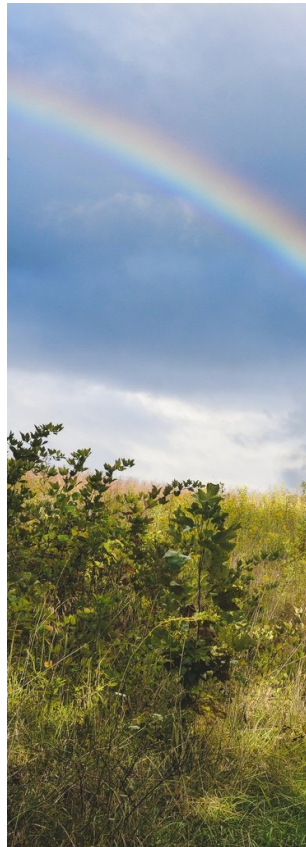
Foundational History & Skills of Dialogue

SEPT 30 – DEC 9, 2022

Dialogue Application Design & Facilitation

MAR 24 – JUNE 23, 2023

*Thank you
for joining
us on this
learning
adventure.*



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