

SGD-3. and 4.

Small Group Discussion Workshop Pre-Meeting Design

Roles, Purpose and Objectives

1. Roles. The role of the Chief is to be a “realistic cheerleader”. He is both a mentor and the workshop sponsor. Working with the facilitator to ensure workshop success, he will provide supportive comments, engage in the dialogue, and help the facilitator keep things moving, as needed. He will provide opening and closing remarks and be a full participant in the discussions. Karen’s role will be to facilitate the workshop, primarily managing the process, although she will also offer her knowledge of the curriculum.

2. Purpose. The purpose of this workshop is to role model small group discussion by Corps senior military leadership.

3. Objectives. The workshop objectives are to:

- Provide an example for the rest of the Corps of what a small group discussion is all about
- Demonstrate a communication style of openness, sharing knowledge and experience, trying different things, learning, and having fun – communication essential in the team environment
- Provide a leadership example setting the expectation for the rest of the organization regarding deployment of the curriculum.

Concepts for Workshop Agenda and Design (Based on 90 minutes)

- 1. Setting the Stage (Karen) (10 minutes).** Karen will review what we are doing and why; the videotaping and how it will be used
- 2. Starting the Workshop (General Flowers and Karen) (25 minutes)**
 - General Flowers will comment on what he expects of the MSC commanders relative to deploying the curriculum; emphasizing its importance to the overall PMBP program’s effectiveness and the importance of small group discussion as a key to team learning – the heart of the PMBP.
 - Karen will review the workshop objectives and the agenda; the ground rules and roles of participants.
 - Karen will lead a participatory warm up exercise.
- 3. Workshop Discussion (45 minutes)**
 - Karen will lead all participants in a discussion that integrates key learning points from the Introduction and Course 1 of the PMBP curriculum.
 - General Flower’s role is to be supportive and participate with the group. If the discussion gets stuck – Karen will look to him to help her

keep it going and to step in, as needed, to respond to any individual that may be having a tough time with what we are doing. In this SGD, he is both the sponsor and the mentor.

- Prior to the workshop, General Flowers and Karen will decide what questions will be asked to guide and structure the discussion. (Possible questions are provided). For each, we will use a different facilitating technique (e.g. group brainstorming; individual exercise; group exercise) in order to demonstrate different ways of keeping people engaged and of appealing to different learning styles.

4. Workshop Closure (10 minutes) – All

- Karen will summarize key learning points and conduct a brief AAR/Lessons learned
- Karen will thank everyone and give her parting words of encouragement
- General Flowers will provide closing remarks re-emphasizing what he expects the Commanders to do with the curriculum within their MSCs.

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