

## Moves of a discussion leader

(Contributed by Margit Szesztay)

This activity can be used for individual reflection or as a group activity during a training session.

### *Used for individual reflection*

Simply think through each leadership role in light of the questions listed at the top. You might want to take some notes under the 'comments' section.

The aim of the activity is for you to think about your own leadership style, in particular to see what leadership functions you feel comfortable with and which might be the ones for you to work on in the future.

### *Used during a training session*

Handout A and Handout B show five different leadership functions. Divide the group into As and Bs and ask them to do the reflective task individually taking some notes under the 'comments' section. Next, As and Bs form pairs and discuss their comments.

Finally, bring everyone together to get a whole-group perspective on how the various discussion roles and functions are viewed in the group.

### **Please note:**

The discussion functions on the two handouts by no means constitute a final list. There are many more functions and moves and it might be a useful task to ask group members to think of further roles and functions.

**Moves of a Discussion Leader - Group A**

*Have a look at the functions, moves of a discussion leader listed below. For each one think about and make some notes on the following:*

- 1 Is it clear to you what the function is referring to?
- 2 Can you think of a specific example for each one?
- 3 How easy – difficult is it for you to take up this role?
- 4 Is this a function – role that your trainees take on sometimes, as well?

FUNCTIONS / MOVES	My comments:
<p><b>1 INITIATING</b></p> <p>Focusing on main question(s); Suggesting pathways</p>	
<p><b>2 MANAGING CONTRIBUTIONS</b></p> <p>Encouraging contributions; Linking contributions; Ensuring no views are ignored/cut off</p>	
<p><b>3 STRUCTURING</b></p> <p>Sequencing, sorting out information (E.g. "Let's hold on to this idea and come back to it later.") Dealing with 'side-tracking' comments; Giving/asking for a summary</p>	
<p><b>4 MOVING TOWARDS CLARITY &amp; KEEPING DISCUSSIONS ON TRACK</b></p> <p>Reflective listening by restating the essence of a contribution; asking participants for clarification</p>	
<p><b>5 PERSONALISING</b></p> <p>Asking members to tap into personal experiences; disclosing personal information</p>	

**Moves of a Discussion Leader - Group B**

Have a look at the functions, moves of a discussion leader listed below. For each one think about

and make some notes on the following:

- 1 Is it clear to you what the function is referring to?
- 2 Can you think of a specific example for each one?
- 3 How easy – difficult is it for you to take up this role?
- 4 Is this a function – role that your trainees take on sometimes, as well?

<b>FUNCTIONS / MOVES</b>	<b>Your comments:</b>
<p><b>PROVIDING / IDENTIFYING DIRECTION</b> Redirecting attention to main questions; suggesting pathways</p>	
<p><b>MOVING LEVELS</b> Identifying/ eliciting issues, underlying themes/ providing/asking for specific examples</p>	
<p><b>PROBING CONTRIBUTIONS</b> Asking for specific examples Eliciting reasons, evidence, causes or comments about implications Discriminating between fact/ opinion ~between description &amp; interpretation Probing or challenging assumptions</p>	
<p><b>DEALING WITH CONFLICT</b> Allowing conflicting views to surface Identifying differences of opinion Depersonalising Reconciling differences at a higher level Defusing friction / tension by a humorous comment</p>	
<p><b>COMMENTING ON PROCESS</b> Stop and draw attention to distracting factors; reminding participants to consider the point of view of others</p>	