

This exercise (in this context) is designed to help you make links between the various models such as GROW, Iceberg, emotional intelligence, Joyce and Showers and Boyatzis, as well as tools and approaches such as appreciative inquiry and triads.

The Happy Families protocol is designed to encourage equality of voice and ensure contributions from everyone. When you follow the approach exactly, everyone else should be listening as the contributing member of the group explains why this contribution matches the one already on the table. In this way, no one should dominate the discussion, everyone is listened to, all ideas can be brought to the table and learning is enriched.

WORKING IN GROUPS

Six would be the ideal number in the group.

Step 1 (5 minutes)

Reflect individually on any links you might make between models. Record each link on a separate slip of paper. Make as many links as you can.

Step 2 (20 minutes)

Share your links with the rest of the group, using the following protocol.

- Identify someone to start (person A) by placing a slip of paper on the table and explaining the link they are making.

Continued overleaf