



BULLETIN
CHALLENGE DIALOGUE SYSTEM™ (CDS)
- A Challenge Dialogue Initiative -

Using the CDS Resources to Organize and Operate a Specific Challenge Dialogue Initiative

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A Challenge Dialogue is a disciplined process of

- defining a specific Challenge
- engaging diverse stakeholders in productive conversation focused on co-creating a solution to the Challenge
- taking action on the Challenge.

It is a powerful vehicle for taking groups of 10-100 people through a structured 3-6 month conversation focused on developing alignment around a plan for solving complex tasks.

It's designed for use when:

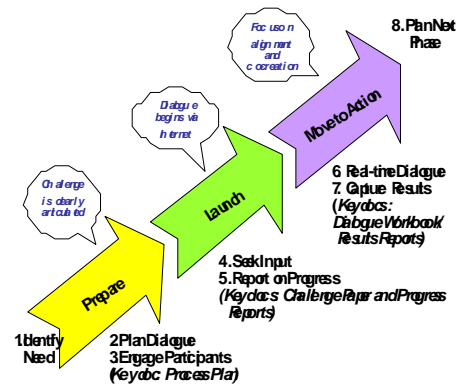
- you're faced with a significant opportunity to be realized or problem to be solved
- you need to bring together people who don't normally work as a team and get them collaborating quickly and effectively.
- you want to move to action within a defined timeframe

Note: The results of specific Challenge Dialogues often lead to a desire to continue to draw on CDS as support for Ongoing Organizational Performance Improvement Initiatives as the

team moves to implement the plan they agreed upon in the Dialogue.

The Roadmap is intended as a starting point to be adapted to your needs and situation, not a rigid prescription. The important thing is that the process you use combines:

- enough flexibility and safe space to nurture out-of-the-box thinking and breakthrough ideas (generating new knowledge)
- enough structure to channel thought and energy toward achieving desired outcomes (putting the knowledge to work to deliver results).



Features of a Challenge Dialogue

The Challenge Dialogue System™ (CDS) is a flexible yet comprehensive organizational performance improvement system with a powerful capacity to help diverse stakeholders collaborate and innovate to accomplish complex tasks.

CDS is designed to transform diverse individuals into high-performing teams, expert in co-creating solutions that deliver results. For an overview of the fundamental principles behind the process see

INSIGHT NOTE: The Foundation for Organizing a Challenge Dialogue Initiative: Eight Keys to Productive Dialogue

Here are some highlights of the Challenge Dialogue process

- Face-to-face time is focused on reaching alignment and making decisions. When participants come together in real time (normally face to face), they already have a good understanding of what the challenge is and why it's important, what expectations other team members are bringing, where the group stands on the key issues, and what decisions are to be made. Very little precious face time

needs to be spent setting context, going over history or having people make speeches to establish their position

- **Much productive work is done before, between and after face-to-face events to move the group towards its goal**

Face-to-face "events" may be an important stage of the journey, but they're not the beginning nor the end, nor necessarily the main focus. The Dialogue begins electronically before people come together in real time and continues after they do. If there's a need for a second face-to-face, it's to make the next set of key decisions, not to go over old ground or pick up where the last session ended. People who can't attend the face-to-face sessions can still have input and shape the outcomes.

- Every step of the journey is logged in written form. Disciplined documentation of the Challenge and of people's contributions to the Dialogue allows participants to be actively involved on their own schedule from wherever in the world they happen to be. It also minimizes confusion later on as to what was decided and who agreed to do what. At key steps along the way, progress is captured in synthesis form. Participants are then asked to

confirm their alignment with this snapshot of their travels to date, and sign up to a proposed way forward for the next stage of the journey.

Using the Challenge Dialogue process, teams can

- Accomplish more in less meeting time
- Learn how to use diversity to create breakthroughs
- Move from idea to action earlier and with greater chance of success
- Benefit from global, best-in-class thinking.

The Innovation Expedition is a virtual global network organization that serves as a great global connector linking and supporting influential innovators and potential innovators in their efforts to build high performing organizations and to help create sustainable prosperity in their communities (jobs, wealth and well-being)

The Innovation Expedition offers the Challenge Dialogue System™ (CDS), a flexible but comprehensive organizational performance improvement system with a powerful capacity to help diverse stakeholders collaborate and innovate in order to accomplish complex tasks

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