ValueMatch Practitioners – online seminar June 5, 2020 - Part 2 prepared by Ole Vilstrup, Ursula Hesselmann & Anne-Else Højberg

OUTPUT FROM BREAK-OUT GROUPS

Sub-group 1: Purple & Orange (Anne-Else)

Question for a dialogue

1. What are the requirements for a good online seminar seen from each value system?
2. What concerns could each value system have on online seminars?

Requirements:

- Family feeling
- Good "check-in" to get to know people & get a personal relation to people
- Clear purpose / togetherness
- Using of narratives
- Installing rituals

Concerns
- Impersonal, missing the personal contact
- Too technical
- Unknown form of interaction

Requirements:

- What's in it for me?
- Efficient
- Short sequences, fast
- Smart, rational way of exchanging innovation, Agile
- You can connect from any place, while traveling, from all over the world

Concerns
- Techniques do not work well
- Waiting, no action
- Lack of dynamics
- Too much listening

Sub-group 2: Red & Green (Ole)

Question for a dialogue

1. What are the requirements for a good online seminar seen from each value system?
2. What concerns could each value system have on online seminars?

Requirements:
- Clear who is in charge
- Action
- Not so much talking

Requirements:
- All voices must be heart
- Sharing of emotions
- Allow for consensus
- Everybody must be co-hosts
- All minorities included

Concerns
- Not willing to hear the discussion
- Not willing to obey the rules of the system
- Not willing to be muted
- If not fast I'm not interested

Concerns
- Not knowing how to deal with tension
- Discussion could get lost

Sub-group 3: Blue & Yellow (Ursula)

Question for a dialogue

1. What are the requirements for a good online seminar seen from each value system?
2. What concerns could each value system have on online seminars?

Requirements:
- must have an agenda
- Moderator should be certified and must have experience
- Good preparation
- Experience with zoom
- Good infrastructure
- Good handling competence
- Need a chairman in this group
- Report of the session with all the information / results
- Organized quit smoothly

Concerns
- No discipline in the group
- Participant feels that he is not enough qualified to use these techniques
- Don't like chaos
- Breaking the rules
- Abuse the chat
- Security issues

Requirements:
- Program must fit individual needs
- Integration for self-responsibility
- Pop in and out as ever they want
- Choose the breakout room – options
- Change the role of chairman, pop in as a co-host
- Objectives should be clear

Concerns
- To slow, to ruled, to "old"
- not enough benefit
- Get bored when other participants are not knowledgeable