



KNOWLEDGE TRANSFER

Clip 8 The World Café

Do you want to bring together new trainees, foster productive discussions and connect differing perspectives? Then I recommend The World Café. What I find so special about this method is that it manages to foster effective, constructive talks in a pleasant atmosphere. It is a small group method which is not time consuming and can deliver quick results. It's comparable to a stimulating conversation in a café. It's based on the assumption that people already have all the wisdom and creativity they need to solve problems. They only have to share their knowledge.

The World Café is based on roundtable discussions.

More detailed discussions can be tackled in each round. Participants sit together in groups of 4 to 5 people at small café tables. The group members write down their thoughts and ideas on paper tablecloths in response to a question. After the end of this first round of discussions, one person (the "Host") remains sitting at the table, while the other participants (the "Travellers") look for a new table. This creates a new conversation group. The Host presents the previous ideas to the newcomers and these ideas and topics will be further linked to the new perspectives brought to the table. With each consecutive round of discussions a new issue can be tackled.

By documenting the process on paper tablecloths, the conclusions of the last round of talks can be easily presented. I recommend you then summarize these results in a graph or knowledge map. At the end, all participants have the same level of information, which they can also re-read later.

The World Café at a glance:

- Explores compelling questions in a group
- Gathers written ideas from participants on paper tablecloths
- Fosters further work, using other methods, for example
- Promotes group participation
- Strengthens a sense of belonging to the company



Remember that The World Cafe:

- is not suitable for the immediate solution to a problem, so there is a risk that the participants may feel as if they accomplished nothing
- is often seen as a coffee break or discussion group, as a consequence of insufficient introduction, poorly chosen questions or lack of moderation during the process
- requires close attention to the choice of issue!

Disclaimer

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