

# HOUR IN Q

## Community of Practice Tool

### Purpose

Hour in Question is a tool for practitioners to access the wisdom of friends and colleagues in a 'NY minute' (colloquial term for when a lot happens in a short time).

It is designed as a conference call to engage Thinking Partners when one of us has a burning and time-sensitive design or work-related question.

### Requirements

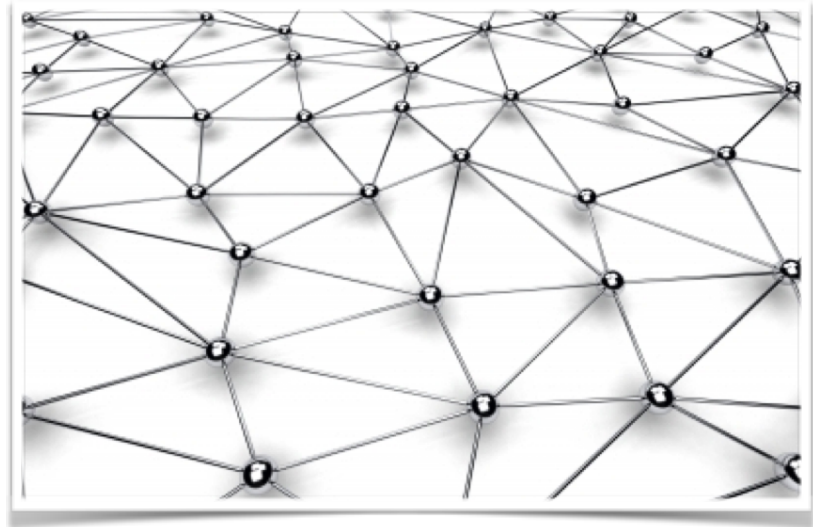
- a burning question
- light preparation
- email invitation
- 3-5 participants
- one-hour or less

### Outcomes

- Co-learning
- Stronger connection
- New clarity
- Next steps

### Roles

- Caller
- Host
- Scribe



## The Invitation

*The Caller* initiates the Hour In Question. The advance work is (1) preparing a question that invites co-learning and (2) scheduling the conversation.

1. **Prepare** a question that invites co-learning and the lightest amount of context (people, place, situation) to bring it alive.
2. **Create** an invitation with the presenting question and send it to 5-10 colleagues. [Doodle](#) is a useful tool for suggesting two or more possible convening times.
3. **Confirm** a time when 3-5 colleagues are available (the ideal number for a one-hour conference call).
4. **Ask** for a volunteer *Host* and a volunteer *Scribe* (works best if these are 2 different people and not the *Caller*).



## The Flow

There are 7 steps (with suggested timing). The rounds work best when participants speak one-at-a-time, round-robin style.

1. **Check-in Round** (10 min): the Host offers a brief check-in question that helps everyone arrive and form a circle of Thinking Partners.
2. **Co-learning Question** (10 min): the Host invites the Caller to offer their question and just enough context to ground the question in the work (what, where, when, who).
3. **Inquiry** (15 min): the Host reminds Thinking Partners that this is not the time for advice, problem solving, direct advice or leading questions that point toward solutions. The Host invites questions that clarify the context and/or deepen the inquiry. The Caller responds.
4. **Co-learning Question 2.0**: the Host invites the Caller to restate or, if impacted by the inquiry, reframe the original question.
5. **Wisdom Round** (15 min): the Host invites Thinking Partners to offer their reflections and wisdom to the presenting question.
6. **Check-out Round** (10 min): the Host offers a check-out question that helps the Caller and Thinking Partners to integrate the impact of the conversation and carry new insights and connections into our work and lives.
7. **Harvest**: the Scribe emails the harvest to the participants.

### Sample Questions

**Check-in:** *How are you arriving and What about this invitation caught your attention?*

**Co-learning:** *How can I best integrate fun and healing into my design for the Youth Leadership Conference?*

*What is the best approach for shifting the on-going conflict in my group?*

*What powerful questions will create a useful harvest for the World Café I am hosting on Monday?*

**Inquiry:** *What more do you need to know about the context/ setting/history of this inquiry to offer your best thinking?*

*What questions for our Caller would help us get to the heart of this inquiry?*

**Check-out:** *What about our conversation inspired or surprised you? or As you return to your day and work, what are you taking with you?*