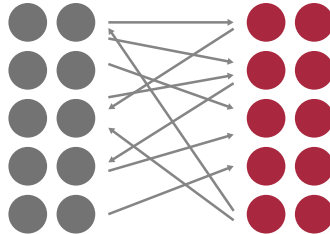


Why

Framing “debating” as a working method prevents negative relationships and unproductive competition and invites people to voice their opinions in a straightforward way.

What

A debate in which people strongly defend their position on a certain topic; a so-called House of Commons debate.



How

- Announce that you want to do a debate to get insights and new ideas.
- Start by formulating a proposition for debate.
- Put two rows of people opposite each; one row argues for the proposition, the other row argues against the proposition.
- Whoever wants to speak simply stands up. They may speak when the chairperson gives them the floor.
- One individual notes everything on a flipchart.
- When no-one has any further ideas/comments to share, summarize the different perspectives and their key differences and similarities.
- Define how to continue.

When

When you feel your meetings are unproductive, too long, demotivating etc.

Skills and necessary training

Have a look at different debating techniques.

Possible workshop exercise

Organize a debate on a relevant topic.

Critical success factors

Frame the activity as a work method.
Define a clear way to proceed after the debate to get a supported solution.