

The Interview Matrix

What Is It?

- A tool to build dialogue in small groups (fewer than 40 people).

Why Should I Use It?

- It is one of the more powerful ways to get the whole group engaged in dialogue, with equal airtime, focus and consensus building as the main elements.

How Can This Tool Help?

- It quickly brings a working group to consensus, without everyone making mini-speeches at each other around a table, as often happens in meetings.

How Does It Work?

Planning

- The Interview Matrix is based on units of four. You need four questions, four flip charts, and starting groups of four people in each group.

Doing

- Begin from a circle of the whole. No tables. One flip chart in each corner of room.
- Determine with the group four best questions. One question goes on each flip chart.
- Break large group into smaller groups of four (each person is assigned a number 1 to 4 and thus owns one of the four questions). Each participant has a template with their number, the question, and space for the results of three upcoming interviews.
- There are six rounds of one-on-one interviews: Sequence: (1-2, 3-4) (2-3, 4-1) (2-4, 3-1) (3-2, 1-4) (4-2, 1-3) (2-1, 4-3)
- The second component is the editing stage: one's go to flip chart #1 and compare notes, two's go to flipchart #2, and so on.
- In the third component, the whole group visits each corner and comments on what they can and can't live with. Consensus is built.

Following up

- As with any problem solving session, after consensus comes action planning and task assignment.

What Is The Leadership Edge?

- This tool gets people working at speed with focus and full participation. It is a must in most Workout situations.

"Time is the least thing we have of."

Ernest Hemingway

This and other tools of Engagement available at the National Managers Community.

http://managers-gestionnaires.gc.ca/tools-outils/tools_for_leadership-trousse_du_leadership-eng.php