



FACILITATION GUIDE | STORY HARVEST+

60 minutes

Facilitation Approach: Story Harvest (Adapted)

An adapted Story Harvest approach that uses individual storytelling and collective sensemaking to surface individual experiences (the *What?*) to contribute to shared learning (the *So What?*). The focus is on listening for patterns, conditions, and tensions across similar kinds of work not on problem-solving or evaluation.

Protocol References

- [Collective Story Harvesting](#)
- [Collective Story Harvest](#)

Purpose

This breakout creates space to pause and reflect on what we've accomplished, what's been challenging, and what we've learned over the past [time period] while learning with and from other teams doing similar kinds of work (e.g., program teams, functional teams.)

Breakout Goals

- Elevate lived experiences from programmatic and functional work.
- Reflect on what we've accomplished, what's been challenging, and what we've learned.
- Learn with and from other teams doing similar kinds of work.
- Surface insights to inform future work.

Materials

- Facilitator Notetaking Guide

Facilitation Flow	Facilitation Notes
Grounding and Overview <i>5 minutes</i>	<p><i>With the full group prior to getting into breakout groups.</i></p> <ul style="list-style-type: none">• Through OLE's work with teams, we've seen similar success and challenges show up even when the work itself is different.• We wanted to create space for you to hear reflections from each other about what we've accomplished, what's been challenging, and what we've learned to support ongoing planning and strategy.• Two parts to discussion: storytelling and collective sensemaking.• Unlike previous Story Harvests, this conversation uses a popcorn-style format instead of round robin so participants can contribute where questions most connect to their experience.• All programmatic teams will be in one group and there will be two functional teams grouped together to allow space for shared learning across similar kinds of work.• This is a learning and sensemaking conversation (<i>What?</i> and <i>So What?</i>) and isn't intended to focus on problem solving.

Breakout Groups
55 minutes

Part 1 | What? and So What? Reflections (35 minutes)

Facilitation Note(s): The group should discuss these questions sequentially because they build one another; it is not necessary for everyone in the group to speak to every question; however, the facilitator should monitor who is speaking and invite/hold space to ensure all voices have an opportunity to respond.

Example facilitation framing:

"We're going to move through these questions one at a time because they build on each other. You don't need to respond to every question, but please jump in where you have something to add or where the question connects to your experience."

Listen-Fors

- Conditions that made progress possible
- Recurring barriers or constraints
- Common tensions across different stories
- Signals about what matters most for this kind of work

Guiding Questions:

- Looking back over the past [time period], what progress or accomplishments are you most proud of in advancing your team's work and its contribution to our FY## objectives?
- What challenges or roadblocks most shaped your work or slowed progress more than expected?
- What did your team learn this [time period] from both what went well and what was difficult that feels important to carry forward?
- What internal supports, systems, or ways of working advanced your team's work? Made the work harder?
- What question, tension, or priority emerging from this [time period] feels most important to hold going into the next phase of work?

Part 2 | Collective Sensemaking (15 minutes)

Facilitation Note: The group does not need to answer these questions sequentially; group members can respond to whichever question(s) are resonating with them most as they make sense of the conversation.

Example facilitator framing:

"For the next part of the discussion, we will engage in some collective sensemaking based on what we've heard. We won't be going question by question, so you are invited to respond to whichever prompt or prompts connects most with what you heard or what you're holding."

Guiding Questions:

- What did you hear from another team that resonated with your own experience or challenged how you've been thinking about your work?
- What insights from another team's experience seem relevant or useful for considering as you approach your own or your team's work?
- Based on what you heard, are there perspectives, experiences, or resources your team could offer if useful to others?

	<p>Part 3 Prepare for Full-Group Sharing (5 minutes)</p> <ul style="list-style-type: none">• What are one or two insights that feel most important for the whole organization to be aware of?• What is one question, tension, or insight that you believe is important for us to collectively hold as an organization in our work moving forward? <p>Facilitation Note(s): Close the discussion by thanking the group for listening and sharing. Remind the group to take the insights in the conversations throughout the rest of the day and into their team planning.</p>
Full-group Reflection	<ul style="list-style-type: none">• Across the conversations you just had, what themes or insights feel most important for the whole organization to be aware of?• What is one question, tension, or insight from your conversation that you believe is important for us to collectively hold as an organization as we move into the next phase of work?