



All-Staff Learning Session | Story Harvest Discussion Guide (“What” and “So What” Reflections)

Purpose: Through **collective story harvesting** we will engage in shared listening, learning, and sense making about what our shared story means for our individual and collective future work in and with communities.



Goals/Outcomes:

- Share diverse stories and perspectives to highlight progress, insights, and lessons learned
- Celebrate successes, reflect on challenges, and surface strategies for future work
- Practice active listening and collective sense-making to deepen shared learning

PROMPTS

- **PROMPT #1: Recall a story of something you worked on/were involved with during FY25 that you feel positively or especially proud.** What made that moment or that success possible? What was the impact for you/others? What will you start, stop, or continue doing?
- **PROMPT #2: Recall a story of something you worked on/were involved with during FY25 that didn't go as planned or of which you are less proud.** What led to that moment or situation? What was the impact for you/others? What could have created a different outcome? How would you do things differently next time? What will you start, stop, or continue doing?

PROCESS

1. **Storytelling & Active Listening (10 minutes):** Each storyteller will share their stories for both prompts incorporating their responses to the question prompts that were provided. The rest of the group will be active listeners focusing on examples and/or opportunities for the following questions.
 - **How did (or could have) our core values show up?** (*Continuous Learning, Integrity, Commitment, Collaboration*)
 - **How did (or could have) our core strategic approaches show up?** (*Antiracism, Emergent Strategy, Systems Change*)
 - **How did equity, efficiency, and/or effectiveness show up? Were there any tensions or trade-offs?****Resource:** Core Values, Core Strategic Approaches and 3 E's Definitions
2. **Listener Observations (7 minutes):** Once the storyteller is finished, listeners will share what they heard about their assigned theme.
3. **Storyteller Response and Group Reflections (3 minutes):** After listeners have shared their observations, the storyteller can share reflections/takeaways they have in response to the group's reflections. *As a group, what questions are we still asking ourselves [about the story]? AND/OR What parallels did the listener(s) notice related to their individual experiences?*
4. **Repeat for each storyteller.**