



Center for Leadership & Educational Equity

What? So What? Now What?

Developed by Gene Thompson-Grove, 2004; revised 2012.

This protocol allows participants to connect to one another and to each other's work, while at the same time allowing all group members to get useful feedback.

Introduction

There is an overall introduction of the protocol goals and steps. The group is then divided into groups of 3 or 4. All participants take a turn facilitating, and all participants present. The facilitator also gives feedback.

Process

1. Outline a Challenge or Success

Participants individually outline a current challenge or success related to their work.

They answer 2 questions:

What? (What did I do? What am I working on?) and **So What?** (Why is this important to me?)
(5 minutes)

2. In Rounds:

- a. The first presenter explains what they've written to their group, ending with a focus question. Participants in the group take notes/write questions.
- b. Group asks 2 or 3 clarifying questions (only).
- c. Individuals in the group talk amongst themselves, while the presenter listens into the conversation, taking notes and considering new insights and possible next steps. The presenter is silent during this step. The group takes up each of the following questions in some way, along with any other focused discussion the presenter has asked the group to have.
 - "What I heard the presenter say was..."
 - "Why this seems important to the presenter is..."
 - "What I wonder is..." or "The questions this raises for me are..."
 - "What this means to me is..."
 - "What I might suggest is..."
- d. Reflection by the presenter to the group – **Now What?**

Repeat for each participant in the group. (Approximately 15 minutes per person)

3. Debrief