

# ***EVOLGUE™ = Evolution + Dialogue***

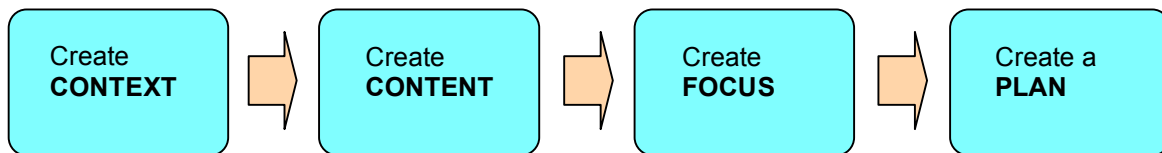
## **An innovative concept in Coaching and Facilitated Planning**

**Evologue™** is a semi-structured process which helps guide individuals and teams in the development of ideas. This process takes people from the initial stage of concept formation through the stage of planning for implementation.

### **Who is Evologue™ for?**

- Individuals trying to clarify goals, create a vision for themselves
- Work teams who want to develop an idea, concept or plan
- Leadership teams looking to develop their organization

**Evologue™** guides the participants through 4 stages during which they begin with a concept and carry it to fruition. The process has 4 stages:



### **What are the Benefits of Evologue™?**

- Creating a context that reaches beyond the immediate issue at hand
- Confronting and reflecting on personal beliefs and paradigms
- Respecting differences in others
- Developing awareness of social conditions & assumptions relative to the issues at hand
- Distilling and describing issues concisely and clearly
- Formulating a concrete plan of action

### **How does Evologue™ work?**

When working with teams, we break up into small groups of 3-4 participants each, with one or two facilitators for the entire group (depending on size of group). Depending on the task at hand the groups can focus on the same issue or on different aspects of the issue. The process takes about 9 hours (including breaks) to complete (although the time can be extended if needed).

If the **Evologue™** is done on an individual basis, the facilitator will work with the person, guiding her/him through the 4 stages similar to team work. At times it is useful to invite “guests” who can offer input and feedback for the process.

The **Evologue™** usually takes place over 1 day, although it can be spread over two to three ½ days if necessary.

### **How much does it cost?**

The cost is \$2,250 a day per facilitator (not including travel time or expenses). A single facilitator can work with up to 12 people (3 groups of 4 people).

### **What else?**

We recommend doing the **Evologue™** away from the office, in a neutral, calming location. We often suggest finding a place close to nature (ocean, lake, forest). Our reasoning is that when people are dealing with their daily responsibilities they find it more difficult to focus on the specific demands of **Evologue™** and get distracted by phones, email, people etc.