**Great Professional Dialogue**

**What is professional dialogue?**

Professional Dialogue is a model of interaction that is designed to help someone explore their options and decide on an appropriate way forward in something they want to do. The continuation of the dialogue helps that person to review the progress they are making and ensure that they are on track for a successful outcome.

There are 3 elements to Professional Dialogue:

The purpose of the dialogue is rooted in its value base. The aim is for the ‘facilitator’ of the dialogue to use active listening, powerful questioning and appropriate challenging skills as well as other techniques to enable and empower the other – therefore building their professional and personal capability. The dialogue should always finish by summarising the key points into an action plan based on its structure. Follow-up conversations review how effectively the actions taken are helping to achieve the planned outcomes.

Professional Dialogue can be used in a variety of situations, including:

* Individual, team and organisational curriculum development planning
* Observation feedback and action planning
* With learners (in tutorial, in teaching, in progress reviews/ILPs)
* In appraisals; in meetings
* Reflection on CPD

Professional Dialogue can become a whole organisational way of working. At organisational level, the use of the structure and approach to prepare and monitor team and organisational development/improvement plans has proved to be a powerful and effective approach to whole organisational improvement that can be mapped back to the Common Inspection Framework.

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