

## Cross Presentation using 'MARKET PLAZA' with TNT Senior Managers

In this senior level conference seventy participants had worked in seven groups and needed to share as much as possible in minimum time to meet a tight schedule.

Participants had been pre-allocated new groups, cutting across the work groups. The outputs from the work groups were in standard poster format and displayed around a large room with a semi-circle of chairs in front of each. The new groups were deployed to the chairs. Each of these new groups contained at least one person from each work group, so that person was able to present the group's work with the help of the posters in front of them. Group members (from across other work groups) were invited to clarify and to add comments on Post-it notes. All presentations were concurrent and strictly time-limited.

At ten-minute intervals, everyone moved one place clockwise (urged on by the facilitator). Now the posters were from another work group and a member of that group presented. The process repeated until everyone had been presented the work of every group and, incidentally, most people had presented the work of their own group.

It worked very well indeed. There was a buzz in the room all the way through. A huge amount of information was shared and lots of feedback gathered. The standard poster format was very helpful in making the information accessible and enabling the timing to be managed.

This process is better than a series of presentations in plenary session which, after the first three, tend to become impersonal, tedious and repetitive. Here, people were valued members of small groups right through, engaged, actively listening, questioning and commenting. A bonus is that everyone works with a different bunch of people and benefits from their different perspectives.

I suggest that, where we work in small groups with LVT a similar system can be employed sometimes. Suppose we have four groups of four people going through the LVT process, we can then have four presentations and, by cross cutting the groups, share all the material simultaneously, thus getting a richer experience. It does not take less overall time but it certainly improves the quality or attention.

A simple device would be to have people take different coloured pens from the first session and then group by colour for the sharing session.

