



## **Roundtable Methodology**

The teaching method of the roundtable is very simple but highly effective. Every person understands the value of two-way communication. However, the most common form of training used is one-way communication when one person talks and everyone else listens. This may be a good way to convey information, but it is not effective for transformation.

Roundtables employ two-way communication in a structured environment. Ideas are not taught, they are facilitated. During a roundtable, a designated person leads but all participants share from their experience. As a result, everyone grows together - including the facilitator.

The facilitator plays a very important role in the roundtable process. A facilitator can be defined as someone who encourages people to share and enables them to learn and grow by their personal example.

Roundtables are effective because...

- They are conducted in a small group setting consisting of four to ten people.

- They usually take between thirty minutes (four people) and sixty minutes (10 people).

- They give every participant a "voice" and the opportunity for a win.

- They are designed to emphasize and promote personal growth.