

What? So What? Now What?

Standard Work Instructions (45 mins)

Purpose: *Reflect on shared experiences, build understanding, and spur coordinated action.* Get participants thinking about their observations (data) to this point in the symposium. Set the stage for a longer (90 min) discussion in the Open Space Exercise that follows.

Materials per table:

- Table for 6-8 participants
- Post-its and Sharpies for note-taking
- Flipchart paper and markers

Process:

1. Setup (3 min)

- Facilitator explains purpose and process
- Each table selects a timekeeper and note-taker

2. WHAT? Stage (10 min)

- Individual reflection (1 min): *"What happened? What facts or observations stood out?"*
- Table discussion (7 min): Each person shares, note-taker records key points
- Table summary (2 min): Agree on 3-5 most salient facts

3. SO WHAT? Stage (12 min)

- Individual reflection (1 min): *"Why is that important? What patterns or conclusions are emerging? What hypotheses can we make?"*
- Table discussion (8 min): Explore patterns and conclusions
- Table summary (3 min): Agree on 2-3 key insights or hypotheses

4. NOW WHAT? Stage (15 min)

- Individual reflection (1 min): *"What actions make sense? Consider working groups, dates, how to 'productize'? What deserves additional consideration and action?"*
- Table discussion (10 min): Develop actionable recommendations - "Open Space" proposals?
- Table summary (3 min): Prioritize 1-2 concrete action items

5. Wrap-up (5 min)

- Each table briefly shares their top action item with the room
- Facilitator outlines next steps

Key Points for Table Facilitators:

- Ensure all voices are heard
- Keep discussion focused on the current stage
- Encourage building on others' ideas
- Capture specific, actionable items in the "Now What?" stage

Total Time: 45 minutes

Reference: <https://www.liberatingstructures.com/9-what-so-what-now-what-w/>