

Dialogic feedforward in group coaching

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Contact and purposeful exchange between people in dialogue is seen as a precondition for the co-creation of meaning and for new insights to emerge. Emergence cannot be planned and predicted, but an enabling environment can be created that allows for inquiry into a subject. This article presents a dialogic approach to group coaching developed from an action research project. Dialogic feedforward is one of the crucial methods evolved through this project. The dialogic feedforward model has four steps (observing, reacting, clarifying and wondering) and the article discusses dialogic feedforward as a way to stimulate collaborative inquiring processes in group coaching.

Key words: Action Research, group coaching, dialogue, inquiry, feedforward

So dialogue is not restricted to two-person communicating, and it is an event where meaning emerges *through* all the participants. (Stewart & Logan, 1999, p. 227)

Facilitating management group conversations

This article is based on an action research project conducted throughout one year in collaboration between the management groups in the Elderly Care of a Danish municipality, and four action researchers (Alrø, Dahl, & Kloster, 2013; Alrø & Dahl, 2015). The action research project has had a dual purpose. At the organisational level the project has aimed at facilitating and