

Agile Intervision – In-person Facilitation Format – version 1.0

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Preconditions and agreements:

Some preconditions should be met to support a successful Agile Intervision session.

- The participant within one Intervision group are from different work contexts (not working on the same project, not line manager and employee, etc.)
- ‘Vegas rule’ for confidentiality: What’s said in the circle stays in the circle
- Limit of three to six participants per group (plus facilitator, where applicable)
- Strictly no discussion of the case during breaks or after the Intervision.
- Every participant is required to explicitly agree to these rules

The ‘hot-seat’ Intervision format:

Timing: a 30 minute time-box for one case. Break for 10 minutes. Repeat for the next case.

The session consists of five distinct phases. Some are timeboxed, as is the overall case. Some tweaking of times may be necessary (e.g. for group size), but once you begin a time-box, honor it. Inspect first, then adapt in the next iteration.

1. **Explain the Case** **(case giver: up to 7 minutes)**
The case-giver describes the situation they want to investigate and tries to give as much relevant information as possible to the observing peers.
2. **Share Observations** **(other participants: round robin)**
Each participants describes two observations about the case or case giver that they *actually observed* during the previous 7 minutes. (No suggestions for improvement, no general facts, suggestions, assumptions etc.)
3. **Select and Deepen Aspects** **(case giver: up to 4 minutes)**
The case giver deepens the case description around the observations they deem most relevant to their situation
4. **Share Observations** **(other participants: round robin)**
Each participants describes two observations about the case or the case giver they *actually observed* during the previous 15+ minutes (round robin). Still: No suggestions!
5. **Open discussion** **(facilitated by the case-giver)**
Facilitated by the case-giver until the end of the overall time-box allowed for this case (30 minutes).
This is the only portion of the session where suggestions are possible, though not encouraged

Important note:

Ask participants to discuss something completely different in the break. Do not pick up the case again.