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Nota di contenuto	Cover; Contents; Preface to the Second Edition; Acknowledgments; About the Author; Part I - The Power of Reflective Exercises for Staff Development; Guiding Principles; Making the Exception to Current Practice the Rule; Committing to Organizational Learning Concepts; The Special Contributions of Senge et al.; A Personal Approach to Teaching and Consulting; Important Caveats; Part II - 30 Reflective Exercises; Mental Markers: Expanding the Boundaries; 1. Animal Attributes; 2. Ancestors; 3. Pushpins; 4. Surprise Me; 5. E-xplore Assets; 6. Instant History; 7. Bringing the Outside In 8. Best, Worst9. What To Keep, What Not To Keep; 10. Leadership Metaphors; Making Mutual Meaning: Working and Reflecting Collaboratively; 11. Dashing Dual Interviews; 12. E-xplore Perspectives; 13. Snapshots; 14. Rotating Pencils; 15. Listening for Assumptions; 16. Fruits of Silence; 17. See; 18. Patchwork Perspectives; 19. Stakes; 20. Vision Sketch; Maintaining Momentum: Moving Forward; 21. Begin, Begin, Begin; 22. Modest Expectations; 23. Informed Purpose; 24. Beginning at the End; 25. Context Map; 26. The "View From Downtown"; 27. E-xplore by Association; 28. Unheard Voices; 29. Blame Game

30. Standing OfferPart III - Using the Exercises; Different Approach, Different Demands; Applying Intuition; Identifying Group Character; Posing Good Debriefing Questions; Insiders Can Do the Job; Vignette 1: Slowing Down to Speed Up; Vignette 2: Deepening the Discourse; Vignette 3: Finding Common Ground; Vignette 4: Diminishing Divisiveness; Concluding Comments; Bibliography; Index

#### Sommario/riassunto

This edition offers a fresh introduction to the power of reflective exercises, new questions for individual and group reflection, and a section on asking thoughtful debriefing questions.