BREAKING THE ICE: NAVIGATING THE SILENCE IN ADVISING

FALL 2016 ADVISOR INSTITUTE
Menelek Lumumba
University College Advisement Center
WHAT ARE “DEAD SPOTS”?

Greetings. Initial Contact.
Searching for Information in LoboWeb
Questions for the student?
DR. HAROLD H. SAUNDERS

1961: Joined National Security Council
1967: Six-Day War Advisor
1973: Kissinger Shuttles Diplomat
1975: Appointed Asst. Secretary of State for Near East Affairs
1978: Camp David Accords Negotiator
1979: Iran Hostage Negotiator
WHAT IS SUSTAINED DIALOGUE?

- Consecutive meetings over time for negotiation/conflict resolution
- Emphasizes “Relationship Dynamics”
- Open Ended agenda and structure
- Emotion is not only allowed but encouraged
HOW DOES THIS APPLY TO ADVISING?

Repeat Conversations
Sometimes Difficult
Open Communication is Critical
SUSTAINED DIALOGUE IS A RATHER SIMPLE APPROACH TO VERY COMPLEX ISSUES
FIVE STAGES OF SUSTAINED DIALOGUE

1. Deciding to Engage
2. Mapping Relationships and Naming Problems
3. Probing Problems and Relationships
4. Scenario Building
5. Acting Together
STAGE ONE: DECIDING TO ENGAGE

- Ideally 8-12 people
- Respected Community Leaders
- Terms of the Dialogue are created
- Often a “covenant contract” is signed
STAGE TWO: MAPPING RELATIONSHIPS AND NAMING PROBLEMS

- The group tells personal stories about the conflict
- Deep exploration of the relationships involved
- Venting is encouraged
- The most informal stage of Sustained Dialogue
STAGE THREE: PROBING PROBLEMS AND RELATIONSHIPS

- “Me” starts to become “We”
- The groups shifts from speaking “to” each but “With” each other
- Finding patterns and explanations for conflict
- Looking for commonality in the conflict
STAGE FOUR: SCENARIO BUILDING

- A positive solution space
- No more grievances but actions plans for resolution
- Construction of “Ideal” solutions to the conflict
STAGE FIVE: ACTING TOGETHER

• Taking the focus from “Inward” to “Outward”
• Actions plans depend on the level of influence in the group
• This may be the conclusion of the group
• It may also lead to addition groups spawned from the original
SUSTAINED DIALOGUE IS NOT ALWAYS A LINEAR PROCESS

• Moderators encourage groups to revisit previous stages
• The group slowly takes ownership of the process
• Stages 3-5 are directly connected to the power of the group
SUSTAINED DIALOGUE IN HIGHER EDUCATION
IN 2003, DR. SAUNDERS FOUNDED THE SUSTAINED DIALOGUE CAMPUS NETWORK

The SDCN includes 20 college campuses all over the world. Students and administrators meet in small groups to discuss campus conflict.
A PATHWAY TO PEACE
AND CULTURAL UNDERSTANDING

Sustained Dialogue was born from Dr. Saunders Experience as a diplomat. He was a key figure in the Camp David Accords.
IN 2001, DR. SAUNDERS WROTE A GUIDE FOR USING SD FOR RACIAL AND ETHNIC CONFLICTS
FOR MORE INFORMATION ON SUSTAINED DIALOGUE AND HAROLD H. SAUNDERS:

HTTP://SUSTAINEDDIALOGUE.ORG/
HTTPS://WWW.KETTERING.ORG/CONTENT/HAROLD-H-SAUNDERS

Thank you for your time
Menelek Patrice Lumumba
Mlumumba@unm.edu