



# 1-on-1 Conversations

The Organizing Conversation





# Welcome & Introductions



Name?



Where You Work?



Why did you get involved in the union?

# Objectives

Identify and recall the 5 steps of the 1-on-1 organizing conversation

Demonstrate the ability to successfully agitate around issues in conversations

Practice 1-on-1 conversations with partners

# Agenda

- Organizing Conversations 1-on-1 Group Exercise
- Write Your Own Organizing Conversation on Worksheet
- Take Turns Practice 1-on-1 Conversations
- Parking Lot
- Community Agreement

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# Group Exercise

There are 5 steps to a 1-on-1 conversation

- 1) Fill in the flip chart at your table based on the number you have. **Ex: Step #1** \_\_\_\_\_
- 2) Write down an explanation
- 3) Write an example of this step
- 4) Select a scribe to write down your responses
- 5) Select a spokesperson to share with the group

**You have 10 minutes to complete this exercise**

# Report Back

## Scribe:

- 1) Share the step you were assigned (**Step#**\_\_\_\_\_)
- 2) Explain the step
- 3) Provide an example of this step

# 5 STEPS TO 1-ON-1 CONVERSATION

- INTRODUCTION
- GET THE STORY
- VISION - MESSAGE PLAN TO WIN
- INOCULATION
- ASSESS AND MOVE TO ACTION





# Write Your Own Conversation

**You have 5 minutes to  
complete this assignment**



## Take Turns Practicing Organizing Conversations

Take turns practicing your 1-on-1 with a partner using the sheet you just completed (7 minutes each).



Debrief after each person practices.



## Debrief...

- Did you correctly identify the worker's top-priority issue?
- What else could you have asked about?
- What parts of the conversation really made the worker think?
- What parts did the worker enjoy?
- If the worker agreed to take the action, why did they decide to do it?
- If the worker did not, what could have made them reconsider?

# Wrap Up & Questions

