



Linking Systems of Care Coordinator Toolkit

1-2-4-All

Purpose

This activity engages everyone in developing questions, suggestions or ideas in a very short period of time.

Group Configuration/Process

Once a question is posed, the sequence is:

1. Reflect individually (1 minute)
2. Generate ideas in pairs, building on ideas from individual reflection (2 minutes)
3. Share and develop ideas from pairs in foursomes; notice similarities and differences (4 minutes)
4. Share one idea from each group in the large group (5 minutes)

The cycle can be repeated if more depth is desired.

Results/Outcome

Ideas that have energy behind them; opportunity to hear a variety of ideas.

Number of Participants

This design can accommodate very large numbers.

Time

Approximately 15 minutes.

Special Materials/Logistics

Paper for participants to record reflections and observations. Space that can accommodate pairs and foursomes meeting face-to-face.



Examples

Use 1-2-4-All to generate a learning agenda and desired norms for how the group wants to work together.

Use 1-2-4-All to have people respond to a presentation and generate feedback or questions.

Reference: Liberating Structures – <http://www.liberatingstructures.com/1-1-2-4-all/>