

What is management?

Introduction into Socratic dialogue

A Socratic dialogue is a critical investigation on the beliefs people hold on the basis of their experience. When your colleague at work f.ex. says : “Let him do the work. He can do this on his own”, you can investigate whether he is right or not. Using Socratic questioning techniques enables you to go straight to the essence of things and this on the basis of allegations and assumptions your partner holds on everyday experiences. Socratic dialogue is rather a style of coaching than a set of tricks. The appropriation of this style enables you to be as efficient, clear and thorough as possible in coaching your client/colleagues.

Program of the workshop

After a short questioning exercise, we will hold a Socratic dialogue together on a management issue. After this experience, we will discuss the use of Socratic questioning techniques in your work as a manager. The seminar is based on experiential learning. Some theoretical material will nevertheless be provided.

Objectives of the workshop :

- You experience a Socratic dialogue as interpreted by Kristof Van Rossem
- You are efficient in asking questions: you get what you want
- You can discipline the interlocutor’s questioning and answering behavior
- You can distinguish asking for facts and asking for ideas starting from an allegation
- You can repeat and remember what someone else and you yourself have said
- You are aware of the nature of the intervention of your interlocutors
- You can ask the right question with the right words at the right time to the right person
- You can express yourself in a short and efficient way
- You can intensify the (self)reflection of your client
- You can be non-empathical when needed
- You can at the same time concentrate on the content and the form of what your interlocutor says
- You can be harsh with your client when needed : you are free of the desire to be loved etc.

The trainer



Kristof Van Rossem (1969) is Master in Philosophy (KULeuven) . As an independent trainer, he conducts Socratic dialogues and reflection processes in various organizations. He is teacher trainer of philosophy at the University of Leuven where he conducts an annual seminar in „philosophizing with children and adolescents“. He teaches philosophy and Business Ethics at the Odisee University College of Brussels. He leads an annual training course in Socratic Dialogue facilitation a.o. at the ISVW (International School of Philosophy). He published about practical philosophy, Socratic dialogue and management of integrity and did research on cocreation in companies.

More info on www.socraticdialogue.be