

ing a team retreat in April.

In another test of this new protocol, the marketing department vice president needed all team members to understand and give feedback to the various initiatives that seem to be mushrooming as our non-profit expands. Since I would not be the coach in this test of what we now call the Tuning Carousel Protocol, I wrote up protocol instructions on a single sheet so that the vice president or one of her assistant directors that had been trained as a CFG coach could lead the protocol. Writing down the steps as clearly as possible gave me time to reflect on the flow of the original experience and we're now happy to share it. In this second test run, the marketing vice president reported that this protocol gave structure to the team, while at the same time giving opportunity for clear feedback and action plans.

Having facilitated CFG Coaches' Trainings and led Critical Friends Group meetings for so long, I was not surprised but still quite grateful that the processes translated so effectively into this non-school setting, and that my colleagues and executives accepted and appreciated the processes. Although the resulting Tuning Carousel Protocol takes considerably more time than the original Tuning Protocol, it's still a very efficient, effective way to look at a very complex set of issues and give helpful feedback to many people at once working on a complex project. We encourage other CFG coaches to download and try the protocol, and let us know how it worked for you!

Tuning Carousel Protocol basic steps:

- Setup
- Present
- Clarify
- Examine
- Clarify again
- Carousel review
- Warm and cool feedback
- Reflect
- Open discussion / action plan
- Debrief



Speed Consultancy + Tuning Protocol = Speed Tuning Protocol

The purpose of the NSRF's consultancy protocols is "to provide a structured process to help see new possibilities around a concrete problem." As a principal, I love that our faculty can use not only the  Dilemma Consultancy Protocol, but also the  Speed Consultancy Triads Protocol to quickly produce countless ideas to solve the many dilemmas we are dealing with at our school. However, we have noticed that our teachers prefer to gather ideas around classroom lessons more often than they desire to work with their dilemmas. The problem is that the  Tuning Protocol (which we use most frequently to improve lessons) takes around 45 minutes for one person to present and gather feedback around a lesson. Even if, during a given month, all five of our collaborative teams use a Tuning Protocol on a lesson only one teacher per team will leave with direct feedback on the lesson that is challenging them.

This past fall, a member of our faculty attended a CFG coaches' training and came back with a great idea: the creation of a new "Speed Tuning Protocol" to parallel the Speed Consultancy Triads. As an NSRF National Facilitator, I worked with our coaches to generate a helpful hybrid of the Speed Consultancy and Tuning Protocols. Like the Speed Consultancy, participants should gather in triads and identify a facilitator and presenter for the first round.

Our success with this hybrid protocol has been powerful. Teachers have let us know that they love getting input on their lessons and lending their expertise to others in the same team meeting. Importantly, we stuck as closely as possible to the decades of expertise that went into developing the Speed Consultancy and Tuning

Protocols. For instance, it remains very important for participants to recognize that it is impossible to understand everything about a person's lesson before providing input (as is the case in the Tuning Protocol). Similarly, and especially in a small group, it is important to allow built-in time for reflection before jumping into conversation (as is the case with the traditional Speed Consultancy Protocol).

As you might expect, we still often choose to conduct a full Tuning Protocol on a specific lesson at our school. It is important for presenters to have times where the group focuses wholeheartedly on a single lesson in team meetings. However, I hope you will try our new Speed Tuning hybrid. If your team is anything like mine, they will be thankful for the great variety of conversations that happen in this change-of-pace!

Speed Tuning Protocol basic steps:

- Setup
- Present
- Clarify
- Examine
- Clarify again
- Separate/Reflect
- Warm and cool feedback
- Reflect
- Repeat steps
- Large group debrief



Dr. Kevin Mabie is an NSRF National Facilitator, and currently serves as

the high school principal at St. Francis Borgia, a private High School near St. Louis, Missouri. For 12 years he taught English at a large suburban public high school. Email Kevin with your questions or comments at kevin.mabie@sbcglobal.net