



Success Factors of Virtual “Mini Salons”

- Diversity of participants (to question assumed certainties more easily)
- Participants not knowing each other before
- Host as “reputation anchor” with bilateral relationship to all participants
- Creation of an environment which helps participants not to fall into known patterns
- „Virtual Kitchen Table“ atmosphere for co-creation of depth and breadth
- Good rhythm of thought-provoking input vs open discussion and entire group vs break-out
- Regular reminders of “See the Positive” instead of a “Spot the Mistake” attitude
- „Low Tech“ and physical whenever possible
- No recording of session to foster confidentiality
- Participants disable “self-video” function