1-2-4- All
Engage everyone simultaneously in generating questions, ideas, suggestions

The 1-2-4-All method is a fast idea-generating method in which all participants within a group engage. First, participants work individually, then in pairs (building on self-reflection), and then in groups of four to share and build on ideas. Finally, participants engage collectively in a powerful brainstorming session. In this method, participants combine know-how and imagination and create strategies with their own ideas. Since everyone in a group contributes, all feel ownership over the ideas generated.

Duration: 30 min - 1 hour

Difficulty Level: Easy

Group Size: < 20

Level of interaction: High

Multilanguage fit: No

Preparation Time: Medium

Purpose: Online socialization, Knowledge construction

Type of Online Events: Webinar, Hackathon, Workshop

USE THIS METHOD:

- Rapidly generate a large number of ideas.
- Make progress in a stalled discussion by engaging participants in searching for answers.
- Enrich the quality of observations and insights before expressing them in common.
- Build slowly toward a consensus or shared understanding.
- Foster spontaneous conversation after presenting the main topic, as an alternative to asking: Any questions?
- Make progress in a stalled discussion.

STEPS TO APPLY THE METHOD: ━━━━━

Preparation

1. Define the purpose of the learning activity and the topic driving the session.
2. Define the tool that you will use and familiarize yourself with its functionalities. Then, if required, prepare the online space for the learning activity.

Delivery

1. Brief the participants about the learning activity, its purpose, and procedure.
2. Explain that, after you have introduced a topic, participants will work as follows:
    *   individually (5 minute): Participants spend this time in silent reflection on a shared challenge, framed as a question, for example: What opportunities do you see for making this (aim) happen?.
    *   in pairs (15 minutes): Participants generate ideas building on those from self-reflection.
    *   in groups of four (30 minutes): Participants share and develop ideas, noticing similarities and differences.
    *   as a whole group. There, the facilitator asks each group to share one emerging idea. For example: Which idea stood out most during your conversation?
        *   **Note:** Groups are invited to share one insight and avoid repeating what has already been shared.
3. Present the topic, and then ask participants to answer a question, solve a problem, or create a proposal. For example: What opportunities do you see for making progress on this challenge?, How would you handle this situation?, What ideas or actions do you recommend to follow?
4. Start the learning activity and then bring participants together incrementally until all participants are in the same online space.

Note: For the learning activity, you will need a timer. Consider playing soft background music during self-reflection time.

TOOL TIPS:

https://app.funretrospectives.com/agendas/-My7omvjZDDplcn69nrV#mainCourse

https://learning-moments.net/2020/06/08/1-2-4-all-liberating-structure-online/

https://www.youtube.com/watch?v=fwtAwgPRVbY