**Tactic: I Have, I Need**

*Build trust and spark ongoing collaboration by inviting participants to name real needs and exchange tangible offers of support.*

**When to Use It:**

Use this activity when you want to move beyond surface-level networking and create meaningful, peer-to-peer support. It’s especially powerful after trust has begun to form—such as mid-to-late in a convening—when participants are ready to share real needs and explore tangible ways to help one another. Ideal for sparking post-convening collaborations, building a culture of generosity, and unlocking the group’s collective intelligence.

**How it Works:**

**Optional Step 1 (10 minutes) | Personal Reflection**

Participants reflect on their near-term, mid-term, and long-term goals to clarify where concrete support might be most helpful.

**Step 2 (40–60 minutes) | Rounds of Sharing**

* Share one real, current need (e.g., “I need feedback on a draft,” “I need help identifying potential funders”).
* Group asks clarifying questions (2–3 mins).
* Other participants offer actionable help—resources, introductions, time, or tools.

**Step 3 (Ongoing) | Documenting Offers**One person in each group takes notes to capture:

* The need
* Who offered what
* Any next steps

**Step 4 | Post-Session Follow-Up**

Note takers share offers with the group to ensure accountability and follow-through.

### **Helpful Tips:**

* **Lead with openness.** Model a clear, vulnerable ask to set the tone.
* **Normalize varied support.** Remind participants that offers can be simple (e.g., forwarding an email) or significant (e.g., making an introduction).
* **Promote mindful commitment.** Encourage participants to be realistic and only commit to what they can follow through on.

