**Tactic: Hot Seat**

*Keep energy high and conversations dynamic by spotlighting individual voices through rapid interviews, followed by collective reflection and participant engagement.*

**When to Use It:**

Use when you want to keep speaker sessions engaging, focused, and high-energy—especially when you have multiple thought leaders or lived experience voices to spotlight. This format encourages dynamic storytelling and keeps participants curious and alert.

**How it Works:**

**Step 1 (10 minutes per speaker) | Hot Seat Interviews**The moderator invites each speaker to the front, one at a time, for a focused, ~10-minute interview. These can be informal or semi-scripted, but should center on real experience, insight, or action—not long bios or theory. Keep the tone conversational and sharp.

**Step 2 (2 minutes transition between speakers) | Rotate the seat**As each speaker finishes, they return to their seat and the next speaker is brought forward. This visible rotation keeps energy high and avoids passive listening.

**Step 3 (30 minutes) | Collective Q&A**After all speakers have taken a turn, they return to the front together for a shared Q&A session. Begin with a predefined, thought-provoking question to kickstart discussion, then open the floor for participant questions.

### **Helpful Tips:**

* **Coach your moderator.** A skilled interviewer keeps things tight, human, and purposeful. Encourage them to prep 2–3 solid questions per speaker, designed to surface insights or stories uniquely relevant to the group being convened.
* **Front-load the framing.** Clearly explain to participants what the Hot Seat format is, so they know what to expect and stay engaged.
* **Seed the Q&A.** Have 1–2 questions prepared in advance (from organizers or participants) to get the post-panel discussion flowing.
* **Use staging intentionally.** Keep the empty hot seat visible to build anticipation and reinforce that each voice is central.