

Oracy: how to improve your speaking and listening skills

Oracy is the skill of speaking and listening well.

Instead of just presenting information, an oracy-first approach helps people learn through talking, listening and sharing. These conversations help people spot gaps in their thinking, connect ideas and build better conclusions together.



Quick read



Deeper dive

Three moments to try an oracy-first approach

1:1s with your manager

Usual approach

Talk through tasks, priorities and updates.

Oracy-first approach

Bring one question from your to-think list instead of your to-do list.

Use the conversation to learn from each other's thinking and build better ideas together.

Team meetings

Usual approach

Share team priorities and updates.

Oracy-first approach

Pick one piece of work and do a live Challenge and Build together.

Discuss the work in small groups and ask:
"What stands out as being most useful?"
"What's one thing you'd change?"

Team away days

Usual approach

Leader shares the team's goals and priorities.

Oracy-first approach

Start with people talking to each other about a goal they've achieved before sharing the team's goals.

Try asking: *"What's a goal you've achieved at work or at home? What helped you achieve it?"*

Coach yourself

Where could you next swap presenting information for a conversation?

