

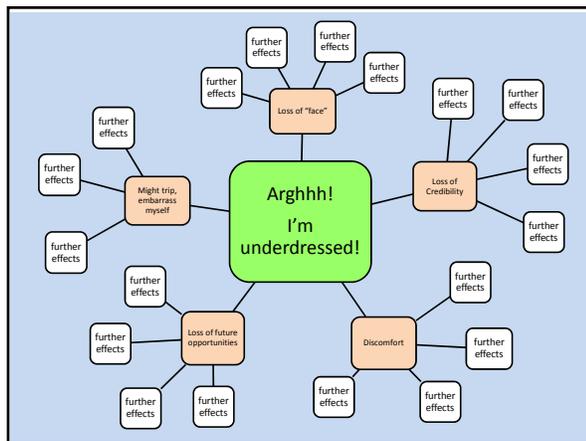
# The Implications Wheel

## A strategic planning tool

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## Compass Activity

- North
  - “Let’s Do it!”
- East
  - “Let’s Look at the Big Picture!”
- South
  - “Have We Heard Everyone’s Opinion?”
- West
  - “Can I Have the Details, Please?”



## Learning Styles

- Accommodator (North)
  - “We need to jump right in—act first!”
- Diverger (East)
  - “I’d prefer to watch first, then participate.”
- Assimilator (South)
  - “I’d prefer to read about it first.”
- Converger (West)
  - “I’d like to apply what other’s have found successful to our situation.”

## Warm-up Exercises

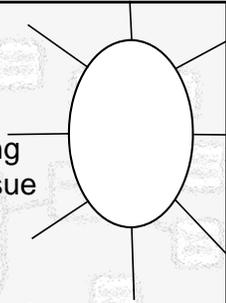
- Introductions
  - Who are you, where do you work, why are you here??
- Compass Activity
  - Find your point on the compass!
- Learning Style
  - Which style are you?

## When Change is needed...

- Personal
  - Lists
  - Outlines
  - Mindmaps
- Groups
  - Brainstorm
  - Nominal Group Process, Gallery Walks
  - Decision Matrix
  - Implication Wheel

### A Mindmap is:

- Best for personal planning
- Begins with a general issue
- A free-flow of ideas is encouraged
- Directions for growth are identified by vigor of ideas in connections
- **Looks similar to Implications Wheel**



### A Gallery Walk is:

- Group technique
- Brainstorm for broad topics
- Each broad topic is placed on a large sheet of paper
- Participants use sticky notes to comment
- Timed rotation through “topic gallery”
- Members group comments into themes
- Themes are action areas for the group

### Brainstorming is...

- Group technique
- No wrong answers
- Every idea is valid
- All are encouraged to speak, but participation is voluntary

### A Decision Matrix is:

- Used to decide between several options
- Uses system of weighted values to assess risk and benefit
- Each option receives a score
- Option with the best overall score is selected.

### Nominal Group Process is:

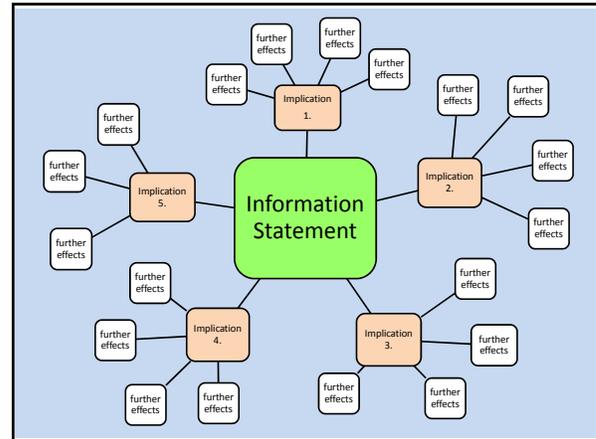
- Group technique
- Facilitated brainstorming
- Round-robin participation
  - Everyone must speak
  - Participants can pass
  - Continues until no further new ideas are given
- Ideas are grouped
- Participants rank ideas

### The Implication Wheel is:

- Used to assess a pattern of change resulting from an event or strategic direction
- Understand “real world” implications of a decision
- Used to find consequences
  - Positive
  - Negative
  - Unintended

## How do we know which to use?

- Two Levels of Process
  - Information/Ideas Gathering
  - Refining Information
- Quantitative and Qualitative Tools
  - Each method has benefits
  - Learning and leadership style affects choice of tool



## So let's try it out...

- Today's top HR Issues
  - Brainstorm
  - Brief Nominal Group Process
  - Brief Gallery Walk

- Select a Gallery Walk topic that appeals to you
- In this group, create an Implications Wheel based on ONE idea or solution
  - Place this idea at the center
  - Identify implications in first ring
  - Then identify any further effects for each implication

## The Next Level...

- Today's top HR Issues
  - Decision Matrix
  - Implication Wheel

## Questions for Discussion

- What are some of the most important implications on your wheel?
- Which are most desirable? What can be done to implement them?
- Which are least desirable? What can be done to diminish them?
- How could you use this activity in your workplace?