The Implications Wheel

Linae Bieber, Bismarck State College and the Career Resource Network

SHRM Conference

10/8/2014, 2:45 – 4:00 p.m.

10/9/2014, 12:45 – 2:15 p.m.

<u>Agenda</u>

Introductions and Warm up Activities

Strategic Planning Tools

    Idea Generation

    Idea Evaluation

Group Application Activity

Small Group Application Activity

Implementation Ideas

Evaluation and Wrap Up

Brainstorm Form

(Write ideas here…no wrong answers!)

Gallery Walk

Basic instructions

1. Group suggests broad topics in brainstorm fashion
2. Group reviews broad topics and agrees on importance of each to process
3. Each broad topic becomes the header on a large sheet of paper, hung around the room (Gallery)
4. Participants rotate through timed "visits" to each topic and post comments on colored post-it notes
5. Comments are grouped into themes
6. Group decides which themes are most important to each topic based on the number and quality of the comments

Nominal Group Process

Instructions

1. Broad topic is introduced to the group, i.e., "What can be done to improve our organization?"
2. A group member volunteers to be the interpreter/scribe.
3. Participants contribute ideas one-by-one, in round-robin rotation. Participants can pass and similar/duplicate ideas are discouraged.
4. Interpreter/scribe speaks idea back to participant to affirm understanding, then writes abbreviated version on central board.
5. Gathering of comments continues until all participants have passed (all are out of new ideas).
6. Each participant is given 3-5 stickers with numerical rankings written on them.
7. Participants rank their top 3-5 comments.
8. Group ranks the importance of the comments by tallying the number and ranking participants assigned to comments—i.e., comment with the most "1" stickers is considered to be the most important comment to the group.
9. Working groups are assigned to address each of the most important comments.

Decision Matrix

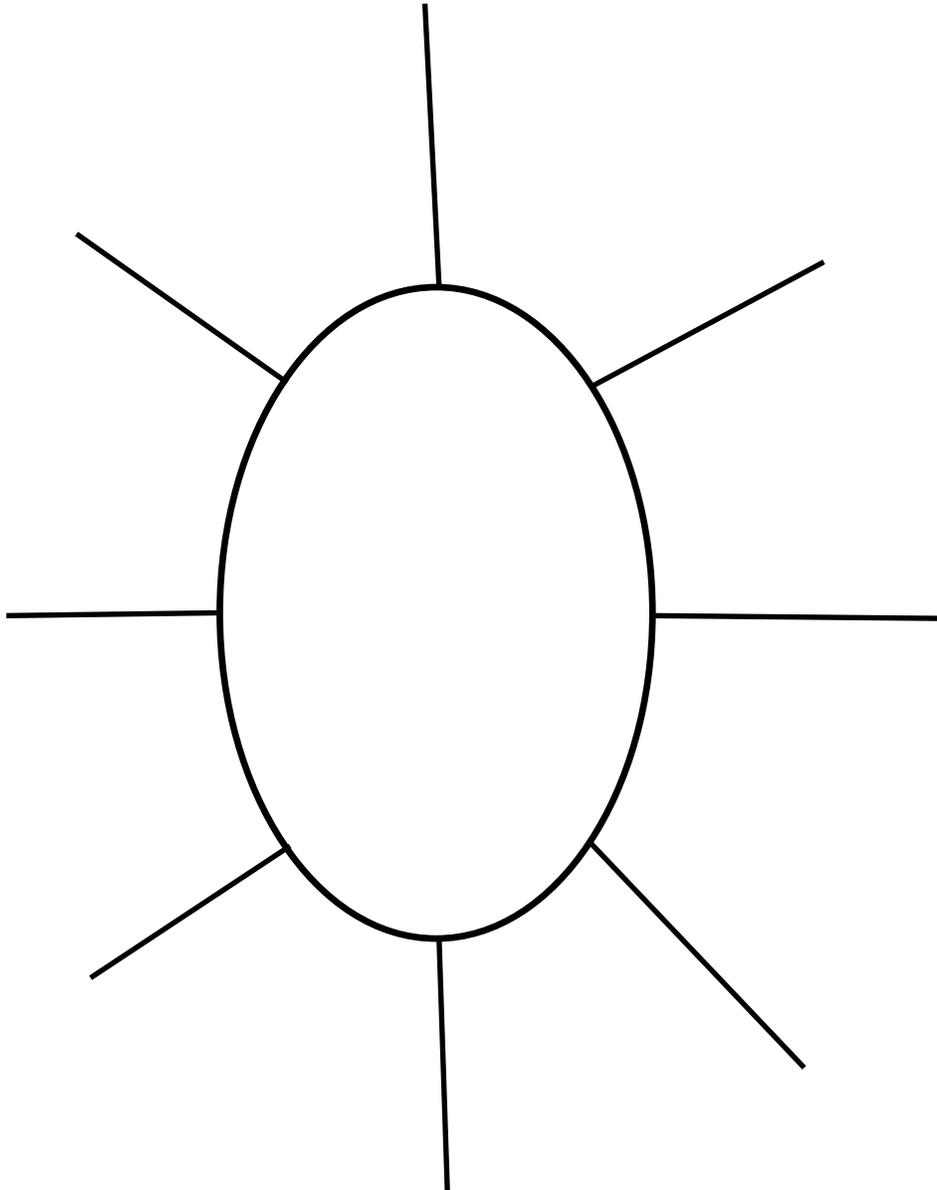When creating a decision matrix, be sure to gather the following information:

C   Criteria—A hierarchy of decision criteria, also known as a decision model.

O   Options—Identify options, also known as solutions and alternatives.

W   Weights—Assign a weight to each criterion based on its importance in the final decision.

S   Scores—Rate each option against each criterion, then assign a score by multiplying rating by weight of the criterion.

		Alternatives					
		Option A		Option B		Option C	
Criteria	Weight	Rating	Score	Rating	Score	Rating	Score
Criterion 1 (C1)	1						
Criterion 2 (C2)	2						
Criterion 3 (C3)	3						
Total	6						

Mindmapping Activity

This method allows individuals and groups to begin with a very general topic and break out the options using an organic model. As ideas are generated, new spokes can be added to connect ideas. Mindmaps often resemble organic forms or webs. Emphasis is on generating as many connected ideas as possible to the broad topic.

Compass Activity

North:
Acting—"Let's do it!"
Try new things, plunge right in.

West:
Attention to detail
Know the who, what
when, where and why
before acting.

East:
Speculates—
Looks at the big
picture,
possibilities before
acting.

South:
Caring—
Feelings have been taken
into consideration. All voices have been heard before acting.