

Define the desired change.

The group must determine that a change is necessary and define what that change must be in a group setting. Team meetings are the perfect place for this.

Decide on group roles.

Mediators keep the meeting on track, documenters take down ideas, referees encourage everyone to share, devils advocates think outside the box, and cheerleaders motivate and raise possibilities. Don't forget your role!

GROUP PROBLEM SOLVING MUSTS

Brainstorm individually, then share.

We can determine the best possible solutions when we have as many ideas as we can produce. The best solutions will likely be combinations of several ideas.

Everyone must believe in the solution.

For the solution to be most successful, each member must feel as if they've contributed to it. Ensure that each person contributes an idea that makes it to the final solution.

Check in with the group.

Make sure the group still believes in the solution after weeks, months, etc. Ask if any member has experienced positives or negatives since the changes were made. Do this regularly until the changes have become the new norm.



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