

Leading Group Decisions

Our goal is to support you in creating the most rewarding group decisions. Here is a play-by-play script to use with your team and get the best possible results.

STAGE 1: BRAINSTORMING

Gather your team into a group meeting. Welcome them and bring up the issue that needs to be discussed.

"Let's take 3 minutes to brainstorm changes we can make to _____."

After 3 minutes have passed.

"Does anyone have an idea they would like to share?"

Write down each solution they rattle off on a whiteboard.

"Let's narrow down which solutions we think are the most probable. By a show of hands, who would prefer this solution? What about this solution?"

Repeat with each solution. Those with the three highest votes will move to the next round.

"Now that we have three possible solutions, let's brainstorm pros and cons for each solution. Take about 5 minutes for this."

After 5 minutes have passed.

"Let's review each option. Option one, pros? Cons?"

Proceed with option two and three. Write down each pro and con next to the options on the whiteboard.

"Now with a show of hands, who prefers option one? Option two? Option three?
Looks like option _____ wins!"



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STAGE 2: PLANNING

"Since we've identified some cons with our decision. Let's discuss how we'll be able to overcome these. Take a few minutes to come up with workarounds."

After a few minutes have passed.

"Does anyone have a solution they would like to share?"

Write all solutions on whiteboard.

Fantastic, let's talk about how we can each contribute to making these solutions work? For example, I can _____."

Listen to other options and give positive feedback and praise.

"Does anyone have concerns they've like to share at this time?"

Listen for concerns. If there are any, ask the group how we might be able to manage them together. Once concerns have been discussed thoroughly.

"Well it sounds like we have a solid plan in place so thank you all for participating!"

STAGE 3: IMPLEMENTATION

Start the process that you and your team decided on. Ask the team for updates regularly, praise members who are contributing to the decisions success, find out if the process should be altered and alter it if necessary.



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