

01

DETERMINING A DEVELOPMENT PRIORITY



1h 25m



PLENUM

DESCRIPTION

This short session helps you to define your priorities for development. The assessment may take up to 2 hours and it makes sense that the entire team be present.



PREPARATION

None



MATERIALS

- Figures
(3 red & 3 green per person)



TOOLS

- 8 Theme Cards
- Background Paper:
Themes (01)

ENTRANCE MODULE

STEP 1 **IN PLENUM:**

Lay out the eight Theme Cards in a triangle and review the typical problems and issues associated with the **Themes (01)** ■ ■ ■

Make sure everyone understands the meaning of all eight themes. **[30 MIN]**

STEP 2 Each member places up to 3 green and up to 3 red figures on the cards to indicate what is running well (green) and what needs to be worked on (red) in your organization. Each person may put more than one figure on one card.

[10 MIN]

STEP 3 Each person briefly shares why they placed their figures on their chosen cards and what they think are the most important issues for development.

[15 MIN]

STEP 4 Discuss the different assessments and decide on one priority to work on. You may also define a sequence of themes that you will address across several sessions (but be conservative in how much you put on your plate at one time!).

[15 MIN]

STEP 5 Agree on a date for a one-day workshop. Mandate a preparation group consisting of 2-3 persons or a host who will plan and facilitate the workshop.

End the session by going around in a circle and having each member share their hopes and ideas for the workshop. Define the key objectives for the development workshop: What outcomes would you like to get from this workshop? What exactly should be changed for the better?"

The preparation group/host should keep these ideas in mind. **[15 MIN]**