

05 EXPLORING POLARITIES FOR A COMMON UNDERSTANDING

 1h 30m



PLENUM

DESCRIPTION

Even teams that seemingly agree on key concepts can come into conflict in the process of crafting a vision statement. This is because individual team members may have drastically different assumptions about how these concepts were developed. The following process can help your group identify such discrepancies and work towards common understanding.



PREPARATION

None



MATERIALS

- Flip Chart
- Markers
- Moderation Cards
- Figures (3-5 per person)



TOOLS

- Background Paper:
Testing Key Concepts (03)




GROUNDWORK

KEY CONCEPTS

STEP 1 **IN PLENUM:**

Identify an issue that represents a key concept for your team or organization (either because it is central to your work or because it represents a core value linked to the identity of your organization). For this exercise, differences in opinion that might cause disagreements about key concepts or values are called polarities, and are very normal in any team. **[20 MIN]**

STEP 2 Members of the team are invited to suggest relevant polarities that offer an internal differentiation of the key concept or core value. Every team member writes his/her suggestion on a moderation card. The host prepares a flip chart with the key concept on it and places the relevant polarities on the **Testing Key Concepts (03)**  template. **[20 MIN]**

STEP 3 All members position themselves on each polarity with a figure to show either how they currently see things or how they would like things to develop. **[20 MIN]**

STEP 4 Polarities with a high disagreement are singled out for further discussion / deliberation. Polarities with high agreement can be noted for further work on the organization's vision statement. **[30 MIN]**