



1h 00m



PLENUM

DESCRIPTION

This exercise will take the pulse of the organization. It gives a quick overview of how everyone experiences the current orientation of the organization and provides a visualization for discussing development needs.



PREPARATION

Prepare the grid from **Background Paper**: Competing Values Framework (05) on a table.



MATERIALS

- Figures (1 red & 1 green per person)
- Strings
- Flip Chart
- Markers



TOOLS


- **Background Paper:**
Competing Values Framework (05)



ORIENTATION

INTERNAL COMMUNICATION
& DECISIONS

STEP 1 IN PLENUM:

Build the grid from **Competing Values Framework (05)**  on a table with two strings representing the two axes of flexible-stable and internal-external. After reviewing the model, each team member places a green figure on the grid to indicate how they currently see the organization. Then, members place a red figure on the grid to show where they would like to see the organization grow. **[10 MIN]**

STEP 2 Going around in a circle, each member briefly explains why they placed the figures where they did. **[20 MIN]**

STEP 3 As a group, choose a direction for development (e.g. “we want to invest more energy into internal process while maintaining a flexible base” or “we want to become more stable without getting introverted”). If a single direction cannot be agreed upon, dig deeper to find out what is behind people’s different perceptions and wishes.

This may have to do with personal preferences, with different task environments, or it may be the result of understanding words differently. **[30 MIN]**

**FOLLOW UP**

The general direction of development identified in this exercise needs to be defined more concretely in the course of the Path.

Further Reading: http://www.thercfgroup.com/files/resources/an_introduction_to_the_competing_values_framework.pdf