



1h 05m

PLENUM AND
SMALL GROUPS

DESCRIPTION

Values form a core part of working in civil society. Values motivate you, and influence the way that you act. However, sometimes when it comes to internal problem solving in an organization, values don't receive enough attention, and problems which are caused or related to differences in how the values of the organization are expressed or not are passed over.

Procedure U helps you to solve problems by looking at the values, principles, and perspectives which drive your organization.



PREPARATION

Review your Common Ground or first try out **Method Card: Common Ground for Mutual Understanding (42)**; Get familiar with **Background Paper: Procedure U (29)**.



MATERIALS

- Flip Chart
- Markers



TOOLS

- **Background Paper:**
Procedure U (29)



GROUNDWORK



VALUES

STEP 1 **IN SMALL GROUPS:**

Choose one challenge you would like to work on (e.g. decision-making processes). Pick 2-3 former experiences you had in your organization regarding this challenge. **[20 MIN]**

STEP 2 Try to better understand the context of the problem. Who was involved and which roles did these persons have? Were there any recurring patterns of behavior? **[20 MIN]****STEP 3** **IN PLENUM:**

Look back at your established Common Ground. **[10 MIN]**

Which values and principles are relevant or important for this problem? Are the values you defined as important to your organization acted on? Formulate new models (e.g. new forms of decision-making); How should the new roles of the persons involved ideally look?

STEP 4 Define next steps for implementing these new ideas in the future. **[15 MIN]**