

Facilitative Brainstorm Virtually Discussion

Facilitator's Role:

- **Explain and maintain the process**
- **Remain neutral**
- **Clarify major points when needed**
- **Monitor time and keep us on task**
- **Keep group focus**
- **Encourage participation**
- **Keep it honest!**

Guidelines for our Time together:

- **Stay on Task and Schedule**
- **No titles, roles, rank, or positions**
- **Respect All (Discuss issue, not people)**
- **Seek to understand first**
- **One speaks – All listen**
- **Everyone Participates (60 mile rule)**
- **Please stay engaged or leave**
- **Be concise and on point**
- **Side issues will be parked**

INSTRUCTIONS:

1. Each Breakout Group will identify a scribe to put your answers in the document. Room 1 will use Room 1 space, Room 2 will use Room 2 space and so on. (Your room number is at the top of your zoom screen when you are in the room.)
2. Please brainstorm silently individual answers. Once all are ready, allow each person to share their answers quickly and concisely with no discussion or debate.
3. Once each person has shared, discuss and come to consensus on your answers. Each question is limited by a set number of answers. Please type your answers in the appropriate place. (Room Names are at the top of your zoom screen when you are in the breakout)

INNOVATIONS

Blended Teaching Becomes Standard	Teamwork and Meetings @ Distance	New HRM for Work Where and When
Virtual & Social Network Engagement	Improved Physical and Mental Health/Well-Being	Leveraging New Willingness to Change
Moving Business Online	Decision-Making Protocols for Agility	New Growth Opportunities

Strategies for Innovating Come to consensus on the 4 that will lead to the greatest ROI (List Below) Discuss Strategies for implementing one of them. Be Prepared to Report out to the total group	
Room 1	Room 2
Leveraging new Willingness to Change	New Growth Opportunities
New Growth Opportunities	New HRM for Work Where and When
Improved Physical and Mental Health/Well Being	Improved Physical and Mental Health and Well Being
New HRM	Leveraging New Willingness to Change
Room 3	Room 4
Teamwork & Meetings @ Distance	Mental health well-being
Leveraging Willingness to Change	Decision making
Improve Physical and Mental Health	New Growth opportunities
New Growth Opportunities	
Room 5	Room 6
Virtual and social network engagement	
teamwork and meetings at a distance	
new growth opportunities	
blended teaching becomes standard	

7 Imperatives For Leading



Strategies for Strengthening Choose 1 of the 7 Imperative for Leading (List in Yellow Blank Header Row) Each person Individually brainstorms 4-8 practices and behaviors of the Imperative When everyone is ready, share your Individual lists and discuss Come to consensus on 3 Best Practices/Behaviours of Excellence Prepare to report out	
Room 1	Room 2
Effectively makes decisions at various levels of difficulty	Manages complexity and interconnectedness of issue; Can perform through ambiguity and uncertainty
listening skills	Be flexible
patience	Communication and transparency
analytical skills	Be more collaborative with a diverse group
Room 3	Room 4
Develops a strategic vision & goals for the organization and align performance systems to incentivize success.	