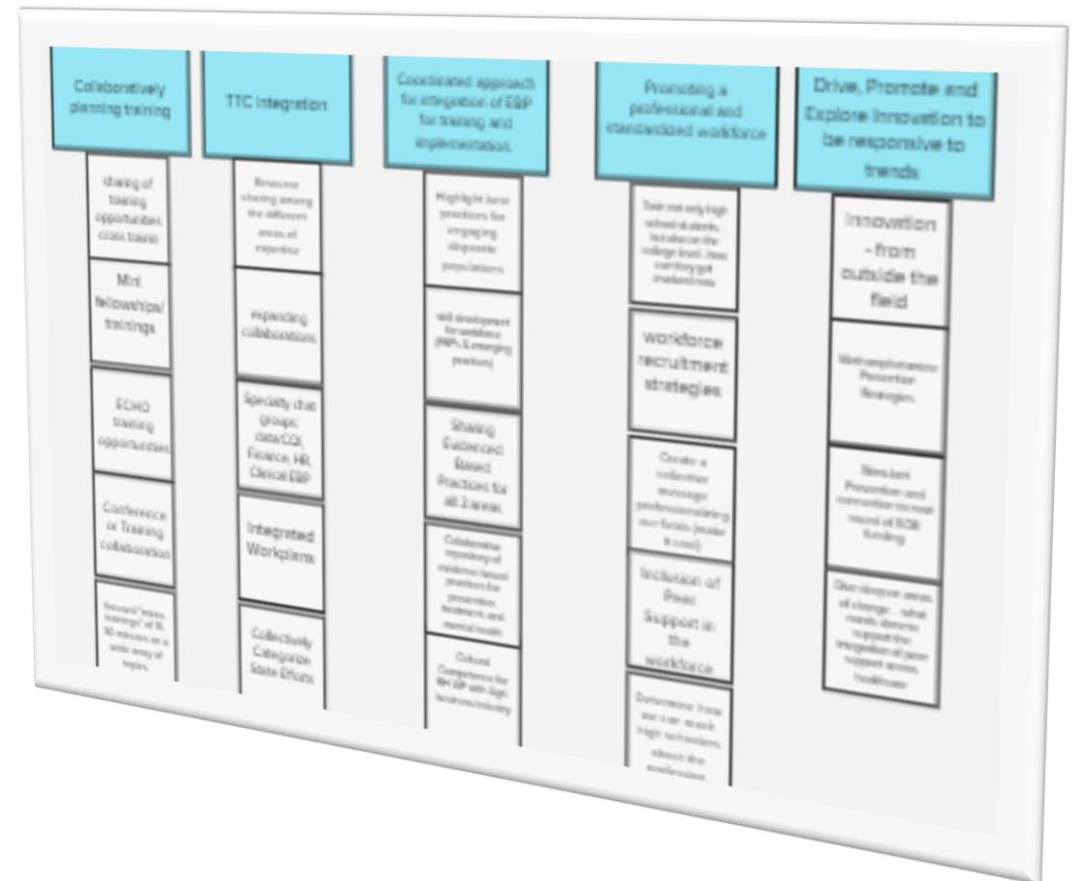


# DEC Academy Virtual Team Decisions

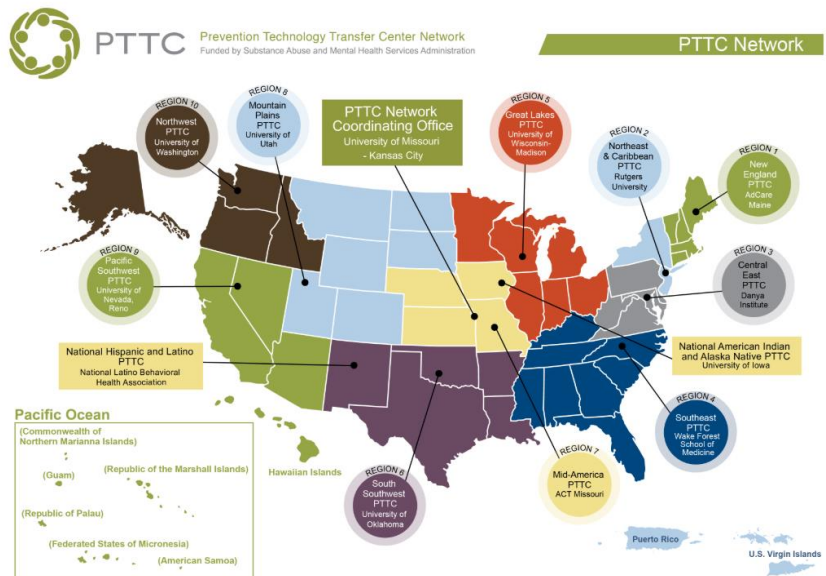
Keeping an environment of inclusive participation in a virtual world



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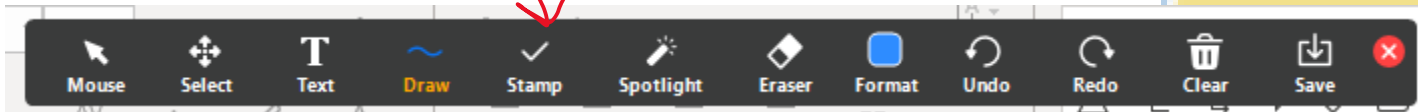
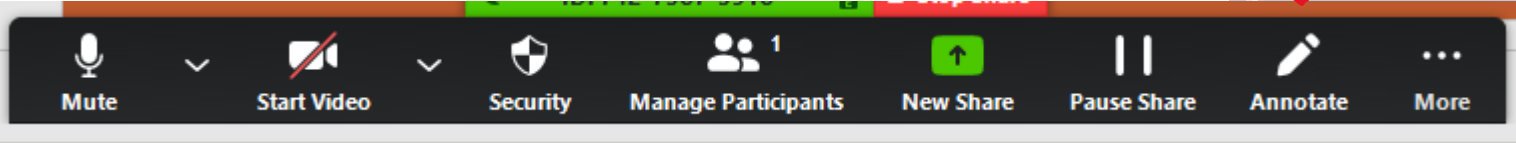
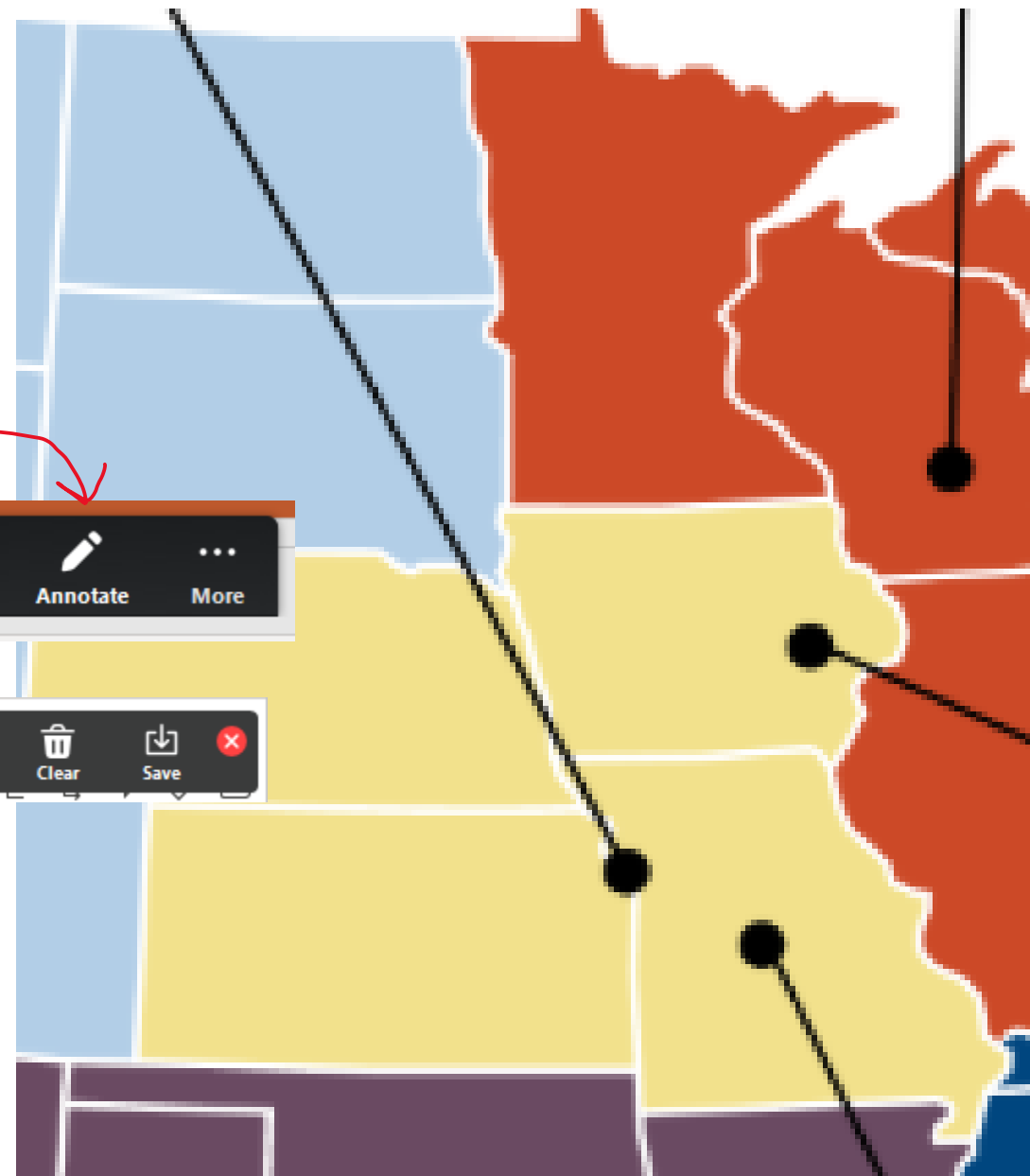


Today's training is sponsored by the Midwest PTTC



Today's training is sponsored by the Midwest PTTC

Let's find out where you are from...



Place a stamp on part of the state you are from

# Agenda

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## Hosting Virtual Meetings

5 minutes Welcome back to part two – Mapping out our locations

5 minutes Consensus Workshop – Defining and Purpose

10 minutes Team Decision Making Overview

60 minutes Consensus Workshop in the Virtual World

10 minutes Appreciations, Questions, & Closing

Adjourn

---



### Lab Objectives

- Build an understanding of best practices around group meetings in a virtual setting.
- Review concepts around building consensus and why this is important
- Visit the Mural platform and demonstrate how it can be used to build an online consensus workshop
- Answer questions and reflect

## The Consensus Workshop Method

builds shared understanding and agreement in a short period of time through a collective and integrated thinking process.

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### How It Works

- Quickly generates group creativity
- Ensures each member has ownership in the group decision
- Creates an atmosphere that includes all perspectives

### A Consensus Workshop...

- Creates a shared vision
- Catalyzes integrated thinking (rational & intuitive)
- Builds practical team consensus





## When to Use a Consensus Workshop

# Shared Agreement

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- Identify obstacles to team goals and developing team solutions
- Quickly generate creative ideas
- Define a project scope
- Creating a change initiative re-boot
- Creating strategies to reach a team's mission, vision or values
- Developing an improvement plan
- Developing solutions to a problem
- Determining collaboration guidelines

# Core Question: what the workshop needs to answer

---



## **Rational Aim:**

What group needs to know, or  
outcome/product/decision needs to be

## **Experiential Aim:**

The intended impact, what the group will experience

What do we  
need potential  
partners know /  
(be aware)  
about DEC as we  
build DEC  
Alliances ?

**Rational Aim:**

To explore the purpose of DEC and what would motivate partners to become engaged.

**Experiential Aim:**

Participants will feel confident they have ideas that will make their work easier in building the capacity of the DEC Alliance in their area.



## Directions

### Focus Question

What is the issue that needs to have shared agreement?

5 minute focused conversation to understand the context of the question

**What are the ways to effectively and efficiently work from home (WFH) ?**

### Brainstorm

On your own scratch paper write down ideas that answer our focus question. Try to come up with 10 ideas

5 minute - Silent individual brainstorming

### Small Group Work

From your list select \_\_\_\_\_ (#) to share with others in your small group.

5 minute - Each take a turn to share their best highlighted ideas

Come to consensus which \_\_\_\_\_ (#) ideas will be shared with the large group

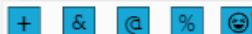
15 minute - Complete the process by typing these ideas onto stickies in your small group area (see instructions there)

### Large Group Work

From your list select \_\_\_\_\_ (#) to share with others in your small group.

5 minute - Each take a turn to share their best highlighted ideas

**What are the ways to effectively and efficiently work from home (WFH) ?**



Sticker Wall

2



Round 2

An additional 1/3 of stickies that are different



Remaining Cards

Stickies

1



In this step we go for 35-45 Ideas

Each group shares 1/3 of their stickies

## Consensus Works

All changes saved

# Tour of Mural Whiteboard

Once brainstorming is done and you have identified the clearest round, we will have you close Mural window and resume in Zoom.



We will have the facilitators moving your cards according to your instructions.

The facilitator's mural will be shared in the Zoom room - See you back there.

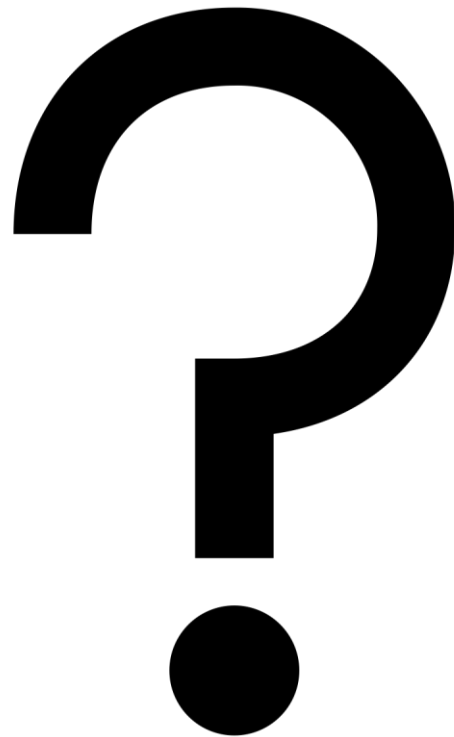


What stood out to you about today's "Academy?"

# Reflection

*A closing conversation...*





What is one  
insight or  
takeaway from  
today session?

**Thank You!**

<https://www.surveymonkey.com/r/M77HTNY>

# The HueLife Team

Our team, as seen in the picture from left to right, stands ready to work together with you to accomplish your goals.



**Karie Terhark** is a Certified ToP® Facilitator and Qualified Trainer who previously worked as the Director for the Allies for Substance Abuse Prevention Coalition (A.S.A.P.). While at A.S.A.P., she facilitated a countywide coalition of volunteers to assess, plan, and implement environmental strategies to change the culture around underage drug and alcohol abuse.

**Angie Asa-Levstad** is a Certified ToP® Facilitator and Mentor Trainer. Prior to joining HueLife, she served as the director of a local non-profit drug prevention coalition for 19 years. In this role, she facilitated local drug prevention coalitions and their state-level partners across all of Iowa. Today, Angie continues to support and coach coalition leaders in their efforts to engage stakeholders and develop strategic plans that meet the desired outcomes of the grants they have received.

**Stephanie Ahles** is a Certified ToP® Facilitator and Mentor Trainer specializing in leadership and organization development, change and project management, and action and strategic planning. She has worked the University of Cincinnati as a trainer and assessor. She has over 20 years of leadership experience in local government as well as experience and expertise working with for-profit and nonprofit organizations.

**Jeremy Kautza** is a Certified ToP® Facilitator and Mentor Trainer with over 20 years of facilitation experience. He brings in-depth expertise in strategic planning, conflict resolution, organizational change management, and interest-based negotiation. As a former educator, with curriculum development experience, Jeremy's expertise and passion shine in the training room. He also continues to serve the University of Wisconsin-Madison, facilitating employee groups as they work to build their capacity for organizational change and improvement within complex systems.

**Dr. Richard Fursman** specializes in the dynamics of human behavior and change helping leaders build high performing teams through the creation of frameworks with shared purpose, clear strategy, and directed action. Richard has taught leadership development courses at the University of St. Thomas and has over 20 years of experience as a City Manager for several Minnesota communities.

**Irina Fursman** is a Certified ToP® Facilitator and Mentor Trainer specializing in organization development, adult learning and development, conflict resolution, and strategic planning. She trains groups and individuals in the art and science of human engagement and facilitation towards transformational change. She is a doctoral candidate at University of St Thomas, pursuing her dissertation in Organization Development.