

# Thinking Council



## What is the Thinking Council?

The Thinking Council is an idea generation or problem-solving session, where a number of people (the Council) gather to help one individual (the Presenter) think about a current problem or challenge that they are facing.

Each person is asked to give their best thinking to the problem which means that everyone is encouraged and supported to contribute.

The very structure of the session encourages diverse viewpoints and ideas and avoids the unconscious bias of 'group think' or social mirroring that occurs in most group settings.



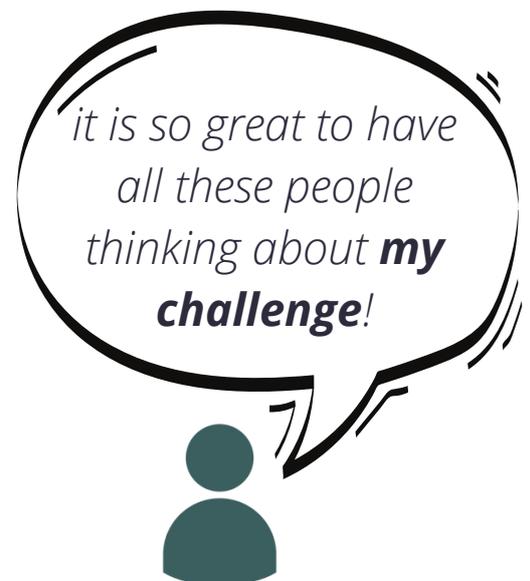
## Why would you participate in a session like this?

This is not your typical brainstorming or problem-solving session, it will be different to anything you have tried before. It is an experience that illustrates that when everyone thinks for themselves and listens well to others, everyone's thinking improves.



## What are the benefits of the Thinking Council?

- Generating new ideas and possibilities for action
- Experiencing a climate and meeting culture of collaboration, openness & mutual respect
- Seeking solutions to real work issues and using real experiences
- All participants develop their ability to pay high-quality attention and so develop exceptional listening skills
- Everyone is encouraged to think for themselves
- Encouraging cross-functional communication and shared understanding



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## What are the roles?

**Facilitator** - the person who designs and guides the group through the experience

**The Presenter** - the person who would like to access the wisdom of others in response to a challenge or problem that they are currently facing

**Scribe** - the person who records the ideas shared by the council members

**The Council Members** - everyone else who shares ideas, experiences and information that they have in response to the problem



## How does the session flow?

- General welcome and Check-In
- The Presentation
- Clarification Round
- Council Round
- Reflections
- Appreciations and Check-Out

## What are the outputs?

A visual record of the ideas shared by members of the Council, in response to the problem shared by the Presenter



## What are the rules of participation?

- your presence
- your full-hearted and generous attention
- your active contribution to creating a space that invites authentic sharing
- using language of experience and avoiding language of advice

*"The fact that the process was **organized and structured** meant that at all times we stayed focused on the presenter's question and we did not get lost exploring different tangents"*

