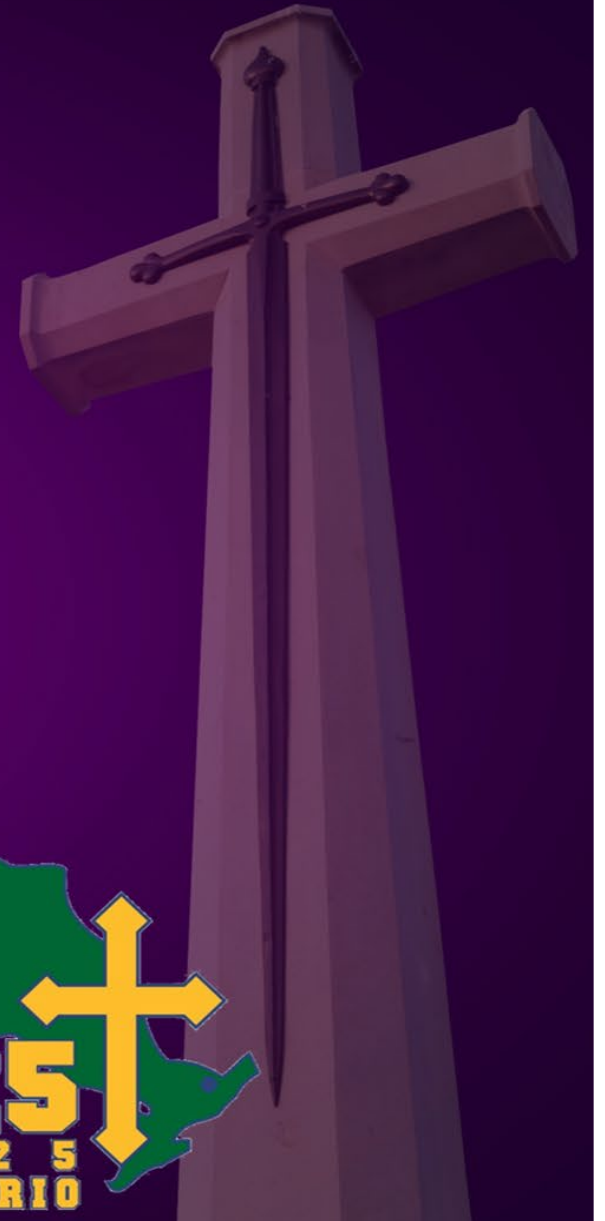


# Identify Issues

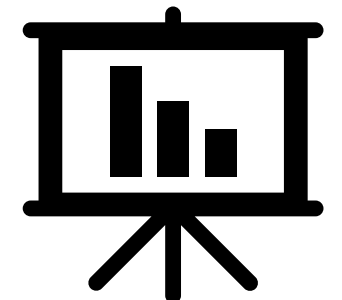
David Fisher

**District Deputy Meeting**  
**July 19-21, 2024**



List current topics (challenges and opportunities) in your District

Challenges	Opportunities



# Yes... And... Game Process

## We will use this process to:

- Improve on and generate ideas. We must let go of ideas to generate more.
- ▶ **Step 1: Listen** – find the 10% of the other persons' idea that you like
- ▶ **Step 2: Say:** "YES... What I like about that idea is..." and honestly share to 10%
- ▶ **Step 3: Say:** "AND... (build on the idea, by adding another idea triggered by what you liked.)
- ▶ **Step 4:** Stop the game and pick an idea for action.



# Yes... And... Game Ground Rules

- ▶ **Rapid Approach:** Quickly generate ideas; appreciate each, then move to next.
- ▶ **10% Rule:** The person is at least 10% right and every idea has at least 10% merit.
- ▶ **BUT OUT:** Stay away from the word “BUT!” as it shuts down innovation.
- ▶ **Maintain Positivity:** Focus on what is right about an idea to fuel creativity.
- ▶ **Avoid Judgement:** Refrain from judging ideas during brainstorming.
- ▶ **Listen and respond to just the last idea...**
  - ▶ Simply respond to the very last idea and refrain from preplanning an idea or evaluating while still generating ideas.
  - ▶ We’ll “wait to evaluate” and verify ideas after the process of idea generation is complete.



# Yes... And... Game Active Practice

## 1. Pick a Topic: (groups of 5 or 6)

- Each person shares an idea from their list.
- The group selects one important topic.

## 2. Share first idea:

- The selected “idea” person provides the first suggestion.

## 3. Building Ideas:

- The next person (random or in order) says, “Yes, what I like about that idea is... [share your honest feelings]” then adds, “And... [your new idea]” to build on ideas.
- Continue this process around the group, generating ideas quickly without evaluation.



# DD Skill Development:

- Earned Trust
- Healthy Conflict
- Mutual Accountability

## Earned Trust

Low	Knight Shift	High
<ul style="list-style-type: none"> <li>• We put up a façade of perfection and try to hide our imperfections.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• We acknowledge our deficiencies and defects and ask for help.</li> </ul>
<ul style="list-style-type: none"> <li>• We don't admit to our own mistakes and failures and blame others or circumstances.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• We admit to our own individual mistakes and failures and hold ourselves accountable.</li> </ul>
<ul style="list-style-type: none"> <li>• We're suspicious of each other's intentions, worried they might be serving their own interests against ours.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• We assume positive intention with each other when there's ambiguity or conflict.</li> </ul>
<ul style="list-style-type: none"> <li>• Our understanding of each other is just transactional, limited to our assigned roles.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• We know and care about each other as human beings, not just our positions.</li> </ul>

## Healthy Conflict

Low	Knight Shift	High
<ul style="list-style-type: none"> <li>• We play it safe and withhold what we truly think or believe in order to avoid conflict.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• We face conflicts openly on the State team. We don't hold back in expressing our disagreements or truths.</li> </ul>
<ul style="list-style-type: none"> <li>• We view conflict as a bad thing that erodes trust and cohesion.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• We embrace conflict as a creative tension that leads to deeper discussions and better decisions.</li> </ul>
<ul style="list-style-type: none"> <li>• We worry that challenging other's ideas or positions might result in embitterment, resentment or revenge.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• We air all conflicts with each other inside the State team or in 1-1 meetings.</li> </ul>
<ul style="list-style-type: none"> <li>• In debate or conflict, we attack others, resulting in judgement, defensiveness, or blame.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• In debate or conflict, we attack the problem.</li> </ul>

## Mutual Accountability

Low	Knight Shift	High
<ul style="list-style-type: none"> <li>• We expect the State Deputy to hold everyone accountable for promised results.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• In our State Team, we hold each other accountable for promised results.</li> </ul>
<ul style="list-style-type: none"> <li>• We expect the State Deputy to be the one holding others accountable for how they conduct themselves.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• In our State Team, we support each other in how we conduct ourselves, including any "negative" behavior affecting the Team.</li> </ul>
<ul style="list-style-type: none"> <li>• We're suspicious of peer accountability as a self-serving power play to make us look bad.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• We welcome peer accountability as a gift to help each person grow.</li> </ul>
<ul style="list-style-type: none"> <li>• State Team members are primarily concerned about their own results, not each other's.</li> </ul>	➡	<ul style="list-style-type: none"> <li>• State Team members show as much passion and concern for each other's achievements, as their own.</li> </ul>





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