



CONSULTING SERVICES

Dialogue For Solutions

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Sometimes making decisions is not an easy process. There are strongly held opinions, grey areas and little time in today's fast paced, ever-changing environment. ProActive ReSolutions Dialogue for Solutions provides a 4-step framework for enabling groups and group members to share information, arrive at decisions effectively and build an action plan that holds team members accountable.

Our Strategic Approach

Our facilitator involves all group members and makes sure that all contributions are heard. The discussion is clearly focused around understanding an issue and gaining participants' commitment to execute a clearly defined action plan.

Our Methodology

Our Dialogue for Solutions methodology pools the wisdom of the group, separates identified problems from identified strengths, prioritises the problems and develops an action plan designed to solve these problems, while holding people accountable to implement the plan.

Step 1: Gathering Information

Our first step in facilitating a group meeting using Dialogue for Solutions is to provide each participant with an opportunity to contribute what they know about the issue. This is recorded on a whiteboard along with every contribution made by each of those present.

Step 2: Identifying Problems underlying the issue

Once this is completed (and it can take a number of rounds) participants identify which of the items listed on the board are problems. Using a simple scoring system these problems are then rated individually by participants according to two criteria: Importance and Solvability, giving us a list of problems to start examining in priority order, beginning with the Primary Problem.

Step 3: Identifying Solutions to the Problems

Through a facilitator led discussion, participants suggest as many solutions as possible to the Primary Problem. Once participants have exhausted all possible solutions and evaluated the costs and benefits, the facilitator directs them to individually rate each suggested solution using a simple scoring system, according to two criteria: Impact and Feasibility, to identify the Primary Solution.

Step 4: Developing an Action Plan

Participants then focus on the Primary Solution (and if time permits, on the next two prioritized solutions) and develop an Action Plan whereby people agree to be held accountable to implement the plan. ProActive will provide you with a report on all aspects of the dialogue and lessons from the exercise.

About ProActive ReSolutions

As pioneers and leaders in Building Respectful Workplaces, ProActive ReSolutions has been providing consulting and training solutions to global clients across multiple verticals since 2000.

ProActive Resolutions' consulting and training solutions are structured around standardized, evidence-based research. It is this core foundation that allows us to develop and customize consulting and training solutions to meet the needs of our global clients irrespective of their vertical and location.

Our integrated solutions philosophy allows us to develop and customize our consulting and training solutions around 3 key strategies:

- **PREVENTING** disrespectful workplace behaviours,
- **REPAIRING** relationships damaged by disrespectful behaviours and
- **PROTECTING** those at risk of violence in the workplace.

60K+ People Trained Globally and Counting.