

Toolkit Title

Determine way forward as a team (ORID)

Purpose of Toolkit

The ORID framework is a process which guides team conversations, where team members have the opportunity to voice their objections. It can be used during a team conversation to provide opportunities for team alignment during planning, or shared understanding for collective decision making

Toolkit Methodology and Application

See toolkit appended/ below

Case Study or Example

See toolkit appended/ below

Acknowledgements and Sources

See toolkit appended/ below

Toolkit Category

Organisation Development

Keywords

Organisation Development, Team, ORID framework,

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DETERMINE WAY FORWARD AS A TEAM (ORID)

#advanced #team

The ORID framework is a process which guides team conversations, where team members have the opportunity to voice their objections.

It comprises four levels of questioning:

1. Objecting }
 - "What's missing?"
 - "What are we NOT saying? NOT seeing?"
 2. Resonating
&
3. Interpreting }
 - Put a ✓ on any 3 words on the cluster Name poster that RESONATE with your own experience in team.
 - Share your interpretation of the data of ✓✓✓
 4. Deciding }
 - Put a ✖ on 1 word that represents an experience you wish to understand better.
- Convo 3-13_TeamConvo1-5.jpg

DETERMINE WAY FORWARD AS A TEAM (ORID)

When to use: During a team conversation to provide opportunities for team alignment during planning, or shared understanding for collective decision making.

How to use:

Step 1: Object

Invite the team to take a step back and ask these questions:

- What are some new insights attained from the discussion?
- What seems to be missing from our discussion?

Step 2: Resonate & Interpret

Invite the team to seek clarification on the insights that the team members have written about.

Invite team members to vote - team members will put a heart/tick on the words that resonates most with them.

Step 3: Decide

Based on numbers of votes, get the group to agree that the areas with the most number of votes would be the areas that the group agrees to work with.