

## **Accordion Planning**

*Receive Full Group Input in Planning*

### **OUTCOME**

Allow planning teams to work deeply while informing and getting feedback from the larger group at various planning stages.

### **PROCESS**

- Planning team adopts a template such as define the problem, analyze causes, identify possible solutions, and implement and test solutions.
- After each stage, planning team members work with others in the organization, informing of the team's work and seeking reaction and guidance.
- The planning team takes into account responses from the larger group, refines that stage of their work, then repeats the process for the remaining stages up to implementation.

### **VARIATIONS**

- Select different planning templates.
- Have each team member report to a group in which they hold membership like a grade level or department.

### **TIPS**

- Team members must be clear they are to think for themselves, rather than represent and only speak for the thinking of a group they are a member of.
- Accordion planning takes longer than using a process in which a planning team does the full work, then reports to the larger group. The benefit of this form of planning that makes it worth the extra time is the degree of ownership held by other members of the organization.