Issues/Challenges/Opportunities
ICO Framework

Presenting member shares their ICO with the group.

Is this an issue, challenge, or opportunity? What is the importance value? What is the overall impact?

Group members ask questions to gain clarity and further understanding.

No solutions offered. Questions only.

Presenting member clarifies the ICO and its impact.

Presenting member responds to group member questions, bringing greater clarity to the ICO (financial impact, culture and staff impact, balance and margin, etc.).

The group collectively discusses the ICO and offers feedback.

Solutions and recommendations are generated and offered based on the group's insight/wisdom and experiences.

Presenting member develops and commits to action items.

The group offers accountability as the presenting member outlines next steps and a timeline for action.