Step 1:

State the ICO

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?

Step 2:

Clarifying Questions

Group members ask questions to gain clarity and further understanding

No solutions are offered. Questions only.

ICO Framework

Step 3:

Clarify the ICO

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.).

Step 4:

Peer Feedback

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.

Step 5:

Next Step Action Items

Presenting member develops and commits to action items

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