

Nominal Group Technique for Collaborative Organizational Decision Making

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The nominal group technique refers to a method of identifying a challenge facing an organisation, generating answers to the problem and finally deciding on the best solution to tackle the challenge. The model could apply to many situations within an organisation due to the generation of lasting solutions to a problem. The model involves all group members in solving problems, where arriving at the best solution happens through voting for the most appropriate solution (William Stallings, 2012).

The technique functions through groups, which tackle various issues. Therefore, the individuals split into identified groups, each with a certain problem to tackle. The groups have a leader to coordinate and control the activities of the members. The leader gives each member about 15 minutes to brainstorm on the problems given and find solutions. The individuals should not collaborate or consult with each other during the individual brainstorming session. Additionally, the persons write down the possible solutions on a piece of paper to present to the group (William Stallings, 2012).

The persons then assemble in their respective groups, where the leader oversees a session of opinion sharing. Each member explains the ideas to the groups and defends the solutions to prove appropriateness in solving the problem. The members allow each other time to talk without discrimination. The process takes about 30-45 minutes, depending on the members of the group (William Stallings, 2012).

Furthermore, the group as a whole discusses the deliberations given by the group members to offer clarifications. The group leader ensures that each person gets a fair chance in the discussions. The process should not take long to tackle a particular idea but should ensure thorough discussions pertaining to an issue (William Stallings, 2012).

Finally, the groups involved in voting prioritise the generated ideas with respect to the problem at hand. The groups use various methods to vote and come up with the best solution to a problem. The group sticks with the outcomes that rank top in the voting (William Stallings, 2012).

Outline of the groups

The group selection happens through picking persons from the many departments within the organisation. The cross-functional groups assist in coming up with all-around solutions to a certain challenge. The groups involve both management and non-management staff. Additionally, the groups identify with similar colours to distinguish from the other groups. The groups used the same t-shirts, and each group wore a specific colour. Furthermore, the groups have files of the same colour as the t-

shirts for the group. The wearing of specific colours assists in the identification of members and creates a bond within the group (Chalmers Brother, 2015).

The groups follow the controlled method to run the activities. The groups elect a capable leader to oversee the activities of the members. The leader controls how the groups come up with ideas for problems and the methods of discussing issues within the group. The process of developing the groups takes about 15 minutes. The process should take the shortest time to avoid delays since the activity should take the least time possible (Chalmers Brother, 2015).

Theme development

The groups get together at designated points where the leaders run activities to achieve the goals set. The objectives set for the group deal with identifying activities that the organisation does best and those that the organisation performs poorly. The groups ensure that all members focus on the achievement of the set goals by coming up with necessary suggestions. The group members are involved in individual brainstorming to come up with different solutions for the problems. The process takes 15 minutes, and the members present ideas to the other group members (Robert J. Anderson, 2015).

Furthermore, the members discuss the ideas to come up with the best alternatives. The group leader records the ideas on a flip chart that all the members can see. The members explain why the ideas presented could completely solve the problems at hand. Additionally, the members link the ideas to the organisational goals. The discussion process takes about 30 minutes (Robert J. Anderson, 2015).

Summarizing the points

After the discussions, the groups decide on the best alternatives by voting and ranking. The process takes place through various methods. The members may vote through a secret ballot to determine which issues remain top of the discussions. The points that get the most votes become the priority issues. Additionally, the group could identify similarities in the points forwarded by the members. The points with more similarities rank first, followed by the ones with fewer relations. The groups also come up with the best solution from the many through discussions and going through the points again. The activity results in the identification of points that do not lead to the objectives of the organisation. The members ignore the points that do not lead to the achievement of the said aims of the organisation. However, the points that strongly lead to the achievement of the organisational goals remain during the discussions. The activity takes about 45 minutes (Chalmers Brother, 2015).

The groups finalise the process of selecting the best points and focus on ranking the points. The groups rank the points using percentages, which identify the weakest and the strongest points. The percentages start from ten, which indicates the weak points, followed by 50%, which indicates moderate points, and finally, 100%, which indicates the strongest points. The strongest points rank

first, followed by the average points, and finally, the weakest points. The ranking assists in coming up with the summary of all the points brought up during the discussion. The summary points represent the group's decisions, which the leader presents to the internal consulting department. The process takes approximately 45 minutes (William Stallings, 2012).

References

Chalmers Brother, V. K. (2015). *Leadership Excellence*. New Possibilities Press.

Robert J. Anderson, W. A. (2015). *Mastering Leadership*. New York: Wiley.

William Stallings, T. C. (2012). *Business Data Communication*. Pearson.