

Potholes in the Road

What This is a workshop method that examines things that are, or may be, missing or preventing the accomplishment of a goal or action.

When It is used to help develop potential actions, strategies, or goals, or when you are developing action plans.

How 1 **Invite the right people:** This method assumes that the people that show up are the right people to make the decision. Therefore people that are invited are very important to the success of the results.

2 **Create the Focus Question:** The workshop is initiated with a Focus Question that has the group express what is missing their path that will make the journey a rough ride (to the vision or accomplishment of the actions, strategies or goals).

3 **Cardstorm the Potholes:** Start the brainstorming 8 to 10 potholes or things that are missing that are needed to create a successful future. Use concrete and well defined terms. Do not use abstract holes like "lack of". If you get a "Lack of" statement ask why is there a lack of? We are looking for what is missing, not there, not what needs to be changed. We want 35 to 40 potholes in the road for the entire group.

4 **Share Ideas in Small Groups:** In small groups of 3 to 5 people share your potholes. Write each idea on a card using a verb/noun technique of no more than 8 words.

5 **Post Initial Ideas:** The Facilitator then starts the grouping by similar rocks. Draw the cards from the groups 1 to 2 cards at a time by asking, individually, for the clearest, hardest, most expensive, and most belligerent.) Pair up similar ideas. After 4 to 6 pairs are identified have the participants add the rest to the pairs.

6 **Organize and Name:** Organize the clusters, largest left to smallest right, and discuss each cluster for clarity and insight. Select the column and ask, "What about this group is missing? Name the clusters using a 3 to 5 word verb/noun name.

Focus Question: What Potholes are Blocking our Path?				
	Washout ☺ ◆			
Pothole Clusters ◆	Pothole Clusters ☺	Pothole Clusters ◆	Pothole Cluster □	Pothole Cluster ○
Pothole	Pothole	Pothole	Pothole	Pothole
Rock	Rock	Pothole	Pothole	Pothole
Pothole	Pothole	Pothole	Pothole	
Pothole	Pothole	Pothole		
Pothole	Pothole			

7 **Reflect on the Results:** Read the Cluster (column) Names. Ask, "Which did you expect to see? Which are a surprise? Which Potholes in the Road would provide the greatest benefit if filled?"