

## **Outline of Proposed Steps for Developing Actions, Strategies\*, and Policies to Implement Objectives**

- Develop general criteria
- Brainstorm extensive list of possible actions
- Clarify brainstormed actions and discard duplicates
- Consider clustering actions
- Conduct evaluative discussions on each action
- Negotiate
- Make a consensus or modified consensus decision
- Coordinate with other elements

### **In greater detail the proposed steps for developing the actions, strategies\* and policies to implement objectives**

- Develop general criteria that you wish all or as a group the body of actions with adhere to
- Brainstorm extensive list of possible actions in a setting where no evaluation of generated actions is given
  - Need a safe, non-judgmental atmosphere to let your creativity emerge
  - Will generate initially in silence, then share ideas
  - Could find it useful to consider strategies that build on one another
  - May wish to have multiple threads emerge of how objectives can be achieved (this starts to give people option choices)
  - Participants could be asked to think in terms of various types of actions such as...coordination, education, incentives, public facilities and services needed, capital improvement operations/management, regulations, or other types of actions
  - This could be a general brainstorming of all the goals and objectives and then organized by noting the goals and objectives each relates to
    - May have to recheck to make sure each objective was carefully thought about and not just glossed over
    - May at first be easier, but later be more cumbersome
  - Could work objective by objective to make sure it is saturated with possible actions or strategies
    - May be a more thorough process
    - May take more time
    - Can note that certain strategies may meet multiple objectives
- Add subgroups' previously generated actions
- Clarify brainstormed actions and discard duplicates
- Possibly do a quick check to see that each objective is addressed
- Consider clustering actions by category or objective
- Possibly do a straw vote to see which actions there is a lot of agreement and which have more divergent opinions about (only used as a gauge for discussion needs)

- Conduct an evaluative discussion on each action. Examine its advantages and disadvantages in terms of your criteria
  - Can have an allotted amount of time set for each action such as 5 min and the group can then decide if they want to extend this time.
  - After discussion may wish to ask action's author if can amend to make it more acceptable so it might approach consensus (negotiation)
- Do a consensus decision for each action
- Will there a need for further details such as:
  - Who will steward these actions?
  - When will the action be accomplished?
  - What needed milestones should occur to check progress?
  - What is the desired result? (This should be related to the main goals and your criteria)
- How do the strategies for this element coordinate with the other plan elements?

\* A strategy is a pattern of purposes, policies, programs, actions, decisions or resource allocations that address a strategic issue.

Developed by Mindy Habecker, Dane County UW-Extension