



Facilitator's Guide – Activity 1 Affinity Grouping

Usage

This exercise helps identify the threads of ideas for innovation that have run through the Task Force's discussions and reflections during your RE-IMAGINE journey. You may choose to do this activity, or the Feature of the Future exercise, with the entire Task Force, or have half the Task Force do each of these exercises simultaneously.

Goals and Outcomes

1. Task Force members will identify and cluster the ideas for children's Jewish education that have been generated from the work they have completed up to now.
2. The groupings that are generated will be used by the Vision Sub-team for drafting a vision that will be presented at the next meeting.

Time Required

45 minutes

Preparation

Each person should have a list of all the vision ideas that have percolated up from previous meetings.

Materials

4x6 Post-it notes or index cards
Pen or pencils

Facilitation

1. Pose the question:

Which eight to 10 vision ideas on the list do most want to see included in your congregation's "vision"? Are there any ideas you remember that do not appear on the list?

2. Each Task Force member should write each of the eight to 10 ideas they want included on a separate card or Post-it. Write in large letters so that others will be able to read what you've written from a few feet away.
3. Break into groups of four to five people each. Each group will do the same next steps.

4. Although it is an unusual request, trust that this step needs to be done *without talking*.

Place all cards randomly on a table. Post-its can be put on a wall. What is important is that the ideas are in view of everyone. Working together silently, move the cards so that those that go together are grouped in columns and those that are different are in different columns. Those that don't fit in a group can be left in a column alone. When you disagree with someone's grouping, just move the cards, again with no comment. Continue the silent grouping process until no more cards are being moved.

5. Now you can talk! Discuss each grouping to capture the central idea that links all of the cards/post-its in that grouping together. This idea may already be written on a card within the grouping. If so, take that card and make it the "header." If no cards state the core idea, create a new card over the grouping as its header. You may want to use a different color card or Post-it for the headers.

When writing headers, make them concise. Make them stand alone so that if all of the detail cards beneath it were removed you could still know the essence of what the grouping was representing.

6. When you have labeled all groupings, step back and reflect on them for a few minutes. If the Task Force did this exercise in two groups, compare each group's groupings to the other. What are you surprised to see? What did you expect to see?