

Clear Thinking

How the O-R-I-D methodology®¹ cuts through clutter, chaotic thinking in the workplace

Clear Thinking is a method for logically moving a group through four different levels of thinking to evaluate or explore a topic. It moves thought from surface to depth:

OBJECTIVE (fact-based)

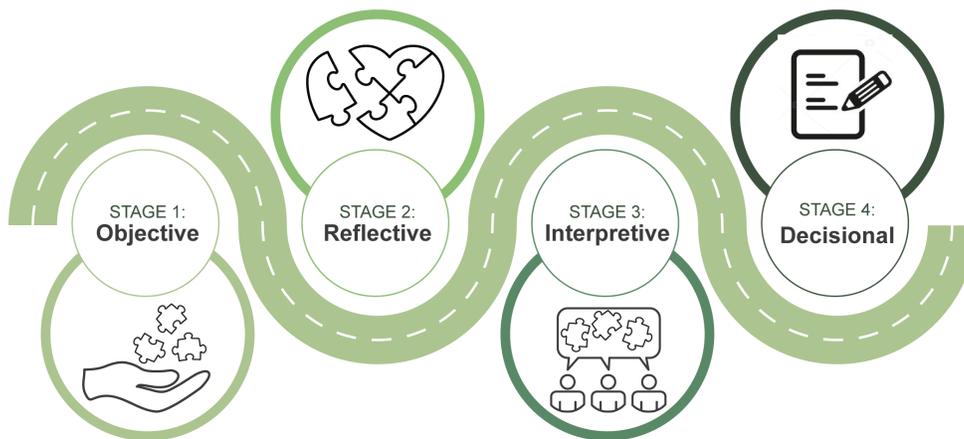
REFLECTIVE (emotions, associations, experiences),

INTERPRETIVE (significance, meaning, implications, impacts) and

DECISIONAL (committing to some kind of resolution).

This internationally recognized method enables shared understanding among all participants, leading to **new and powerful insight**.

Clear Thinking Moves Your Team Forward



Sometimes groups get stuck. Clear Thinking helps provide a path back to productivity.

What Clear Thinking Offers Your Team

- ✓ Move away from the polarization that might be paralyzing your stakeholders – or the confusion that is stalling your strategic planning process.
- ✓ Solve those seemingly irreconcilable opinions that are preventing your teams from moving forward or committing to a plan.
- ✓ Boost productivity and morale.
- ✓ Provide a forum for historical grievances to heal and stubborn silos to reconnect – without ganging up on any one “side.”
- ✓ Improve engagement, participation and investment in a shared outcome.
- ✓ Give participants a sense of belonging and investment in an outcome.



“Robin Parsons was able to provide direction to a group that was floundering with even defining the problem they were trying to solve and got the group to create a who won done in less than an hour.”

City of Calgary Employee

About Technology of Participation (ToP®)¹

Technology of Participation is an integrated set of facilitation methods, developed by the Institute of Cultural Affairs (ICA). From rural villages to global corporations, these globally recognized methods are used in numerous countries across the world to foster authentic participation and allow people to participate in choices that affect their lives.

About Robin Parsons

Robin is a Certified Professional Facilitator (CPF), Certified Technology of Participation (ToP®) Facilitator (CTF) and strategist with more than 25 years of experience in the corporate roles. She believes in the wisdom of the group and the power of Facilitation.

In collaboration with ICA Associates Inc., Robin provides facilitation training for public and private (or in-house) courses.

She is a member of the International Association of Facilitators (IAF), the ToP® Network and an associate of ICA Associates and consultant for Lead2Perform.



More About Clear Thinking & Facilitation

What type of team can benefit?

Clear Thinking helps reduce friction, promote productive decision-making and generate collaboration even in the most complex, fluctuating, volatile or ambiguous circumstances.

It turns every contributor into a positive collaborator and allows the group's knowledge to flourish in a collaborative planning and decision-making environment.

How does facilitation fit in?

By working with a ToP® certified facilitator, you get the benefit of working with a professional who's been trained in the successful application of this method and has the track record to prove it. A facilitator offers neutral, third-party process leadership, there to keep participants on track and moving towards a group-approved resolution.

Can you prove it works?

My clients continue to tell me they reap meaningful results from this type of session, both qualitatively and quantitatively. They report real benefits to their bottom line: their projects are better managed, their stakeholders are better informed and their employees are more engaged.

With Clear Thinking, every person feels heard, leading to **better functioning, higher-performing teams.**