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STEP 2B: "THEIR" DECISION CONFLICT

CHECK: Are each of the PROS & CONS really unique, important and not exaggerated? "THEIR" GOAL What is THEIR GOAL which "THEY" DESIRE most? PROS (+) OF CHANGE 🏆 PROS (+) OF NO CHANGE 🦪 What are the unique PROS or What are the unique PROS or POSITIVES of the CHANGE? POSITIVES of NO CHANGE? **CHANGE (SOLUTION)** Vs. NO CHANGE (CAUSE) What ACTION/DECISION could have What past ACTION/DECISION do you believe caused your problem? prevented your problem? CONS (-) OF CHANGE 🐵 CONS (-) OF NO CHANGE 🦜 What are the unique CONS or What are the unique CONS or **NEGATIVES of CHANGE? NEGATIVES of NO CHANGE?** "THEIR" THREAT What is the THREAT to THEIR GOAL they FEAR most?

STEP 1 - MY PROBLEM

CHECK: Is this problem important enough?

SYSTEM IMPACT Why is this problem bad/important to OTHERS/OUR SYSTEM?

LOCAL IMPACT

Why this problem bad/important to YOU/YOUR PART?

MY/OUR PROBLEM

What problem are YOU facing that hangs over you like a dark cloud?

STEP 2A - MY DECISION CONFLICT

CHECK: Are each of the PROS & CONS really unique, important and not exaggerated?

	ONS really unique, important and not exaggerated?
What is YOUR GC	OAL that you DESIRE most?
PROS (+) OF CHANGE 🏆	PROS (+) OF NO CHANGE 🦠
What are the unique PROS or POSITIVES of the CHANGE?	What are the unique PROS or POSITIVES of NO CHANGE?
CHANGE (SOLUTION)	Vs NO CHANGE
What CHANGE do you need to make to solve your problem?	What can you do instead that's in conflict with this CHANGE (do nothing/something else)?
CONS (-) OF CHANGE 🐵	CONS (-) OF NO CHANGE 🐊
What are the unique CONS or NEGATIVES of CHANGE?	What are the unique CONS or NEGATIVES of NO CHANGE?
MY/OU	JR THREAT 😂
What is the THREAT to	your GOAL that you FEAR most?

STEP 3: RESOLVING MY/OUR CONFLICT WITH 1 OF 4 WIN:WIN OPTIONS SIMPLE METHOD

STEP 3.1: OPTION 1 (CHANGE ++)

	PROS (+) OF NO CHANGE 🤣
What are the unique PROS of CHANGE?	What are the unique PROS of NO CHANGE?
CHANGE + +	
What can you ADD to CHANGE to:	
1st Plus: Ensure you don't have to give up + OF NC?	
2 nd Plus: Ensure you don't get – of C?	
cons () or support	
CONS (-) OF CHANGE @	
What are the unique CONS of CHANGE?	

STEP 3.2: OPTION 2 (NO CHANGE ++)

PROS (+) OF CHANGE 🏆	PROS (+) OF NO CHANGE 🤣
What are the unique PROS of the CHANGE?	What are the unique PROS of NO CHANGE?
	NO CHANGE + +
	What can you ADD to NOT CHANGE/OTHER to:
	1st +: Ensure you don't have to give up + OF C?
	2 nd +: Ensure you get rid of – of NC/OC?
	CONS (-) OF NO CHANGE 🖫
	What are the unique CONS NO CHANGE?

ADVANCED METHOD

ASSUMPTION	INJECTION	HOW TO
1st 'WHY NOT?': CHANGE will result in losing MERMAID when/if	1st WHY YES: CHANGE will NOT result in losing MERMAID when/if	1st Plus: How best to achieve this?
2nd 'WHY NOT?': CHANGE will result in CRUTCHES when/if	1st WHY YES: CHANGE will NOT result in CRUTCHES when/if	2 nd Plus: How best to achieve this?

ASSUMPTION	INJECTION	HOW TO
1st 'WHY NOT?': NO CHANGE can't achieve POT OF GOLD when/if	1st WHY YES: NO CHANGE can achieve POT OF GOLD when/if	1st Plus: How best to achieve this?
2nd 'WHY NOT?': NO CHANGE can't get rid of ALLIGATORS when/if	1st WHY YES: NO CHANGE can get rid of ALLIGATORS when/if	2 nd Plus: How best to achieve this?

STEP 3: RESOLVING MY CONFLICT WITH 1 OF 4 WIN:WIN OPTIONS SIMPLE METHOD

STEP 3.3: OPTION 3 (WHEN+WHEN NOT)

PROS (+) OF CHANGE 🏆	PROS (+) OF NO CHANGE 🤣
What are the unique PROS of CHANGE?	What are the unique PROS of NO CHANGE?
WHEN TO CHANGE +	WHEN NOT TO CHANGE
	uld you NOT CHANGE? As long as
CONS (-) OF CHANGE 🥯	CONS (-) OF NO CHANGE 🐊
What are the unique CONS of CHANGE?	What are the unique CONS NO CHANGE?

STEP 3.4: OPTION 4 (ANOTHER CHANGE)

PROS (+) OF CHANGE 🏆	PROS (+) OF NO CHANGE 🤣
What are the unique PROS of the CHANGE?	What are the unique PROS of NO CHANGE?
ANOTHER	R CHANGE
What O THEN CHANGE CAN ACHIEVE HA	ore of the PROS and less of the CONS?
CONS (-) OF CHANGE 🐵	CONS (-) OF NO CHANGE 🦫
What are the unique CONS of CHANGE?	What are the unique CONS NO CHANGE?

ADVANCED METHOD

ASSUMPTION	INJECTION	HOW TO
"WHY NOT?": CHANGE is in conflict with NO CHANGE when/if	'WHY YES": CHANGE is in NOT conflict with NO CHANGE when/if	Plus: How best to achieve this? As long as[condition]DO NOT CHANGE As soon as[condition]CHANGE

ASSUMPTION	INJECTION	HOW TO
'WHY NOT?': There is no other change that can give more PROS and less CONS	'WHY YES": There is another change that can give more PROS and less CONS	Plus: How best to achieve this?

STEP 3: SUMMARY OF BEST OPTION TO EVAPORATE MY/OUR DARK CLOUD

MY/OUR DECISION: THE BEST OPTION (ONE WITH THE MOST PROS AND LEAST CONS) IS:

SUMMARY OF MY SELECTED OPTION OBJECTIVES OF NEW WIN:WIN OPTION (STRATEGY) OPPORTUNITY TO GAIN AND RETAIN... PROS OF CHANGE (POT OF GOLD): AND PROS OF NO CHANGE (MERMAID): WITHOUT RISK OF GAINING OR RETAINING... PROS OF CHANGE (CRUTCHES): AND/OR CONS OF NO CHANGE (ALLIGATOR): "HOW TO" DETAILS OF NEW WIN:WIN OPTION (TACTIC) SELECTED OPTION:

STEP 4: MY/OUR "YES-AND" PLAN

Stakeholder	Win:win Insufficiency YES-BUTS (1) of Selected Option	How to achieve Sufficiency YES-ANDS
WHO raised/would raise this 1st YES-BUT?	1st YES-BUTSThe selected Option <u>WILL NOT</u> be a win:win for all stakeholders as long as	YES-ANDFor the selected Option to be a win:win for all stakeholders we need to add
Stakeholder	Predicted Negative YES-BUTS (2) of Selected Option	How to prevent Negatives YES-ANDS
WHO raised/would raise this 2 nd YES-BUT?	2 nd YES-BUTSThe selected Option <u>WILL</u> have the following NEGATIVES for one or more stakeholder	2 nd YES-ANDSTo prevent/reduce these PREDICTED NEGATIVES we need to add
Stakeholder	Implementation Obstacle YES-BUTS (1) of Selected Option	How to overcome Obstacles YES-ANDS
WHO raised/would raise this 3 rd YES-BUT?	3 rd YES-BUTSThe selected Option <u>WILL face the following</u> IMPLEMENTATION OBSTACLES	3 RD YES-ANDSTo overvome these IMPLEMENTATION OBSTACLES we need to add

STEP 5: MY/OUR EXPERIMENT DESIGN TO LEARN FROM EXPERIENCE

SUMMARY OF MY SELECTED OPTION

1st WHY? - WHY IS A CHANGE NEEDED (NECESSITY ASSUMPTIONS)?	
MY PROBLEM AND WHY ITS IMPORTANT TO ME AND OTHERS/OUR SYSTEM	
WHAT FORD WHAT IS THE ORIECTIVES OF NEW WINDWIN (STRATEGY)?	
WHAT FOR? – WHAT IS THE OBJECTIVES OF NEW WIN:WIN (STRATEGY)?	
PROS OR + CHANGE (POT OF GOLD):	
AND PROS OR + OF NO CHANGE (MERMAID):	
WITHOUT RISK OF GAINING OR RETAINING CONS OR - OF CHANGE (CRUTCHES):	
AND/OR CONS OR – OF NO CHANGE (ALLIGATOR):	
2 nd WHY – WHY IS THE NEW CHANGE VIABLE (VIABILITY ASSUMPTIONS)?	
CONFLICT ASSUMPTIONS CHALLENGED FOR SELECTED OPTION TO BE VIABLE	
INCLUSTICITATES AND DESCRIPTION OF DUTY CHANGED	
INSUFFICIENCY AND PREDICTED NEGATIVE YES-BUTS CHALLENGED	
HOW TO – WHAT ARE THE DETAILS OF THE NEW WIN:WIN OPTION (TACTIC)?	
SELECTION OPTION:	
AND YES-AND ADDITIONS TO REALLY MAKE IT WIN:WIN WITH NO MAJOR NEW NEGATIVES FOR ANY STAKEHOLDER	
3 rd WHY – WHY WILL THE NEW OPTION NOT HAPPEN BY ITSELF (INSUFFICIENCY ASSUMPTIONS)?	
IMPLEMENTATION OBSTACLE YES-BUTS AND "YES-AND PLAN" TO OVERCOME THESE	

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