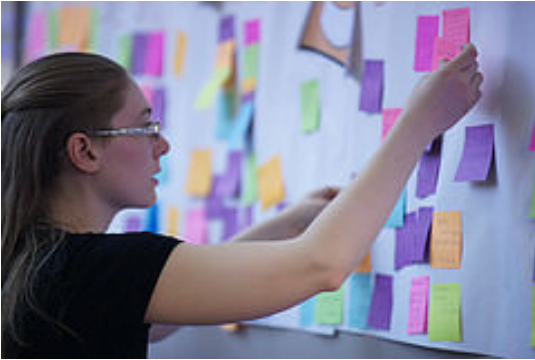


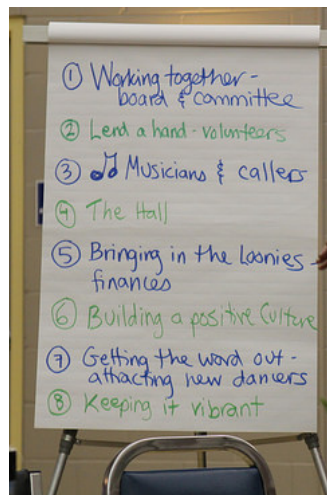
Impact/Feasibility Assessment

On Friday evening, conference attendees created sticky notes about problems their organization faced. These were posted on a large board called “Roadblocks and Potholes.”



Overnight, some “house elves” organized all the sticky notes into the following broad categories:

1. Board and committee functioning
2. Volunteers
3. Development of musicians and callers
4. Issues related to the hall
5. Finances
6. Improving dance culture
7. Attracting and retaining dancers
8. Keeping it vibrant



Then, on Saturday morning, Delia introduced us to a procedure she called an “Impact/Feasibility Assessment.” We divided into eight groups, one for each problem category.

First, each group “flipped” one problem to create a positive goal statement. For example, one of the problems identified was a need for better callers and musicians. This small group created the goal statement: “We have a thriving community of local callers and musicians!”

Next, the groups brainstormed ideas that might move a community towards the positive goal. These were written on (yes) more sticky notes.



The solution ideas were then placed on the impact/feasibility grid. Ideas that seemed more feasible were placed farther to the right.

Ideas that might have greater impact were placed higher (vertically) on the grid.

Discussion during the process often resulted in stickies being consolidated or their position on the grid being shifted.

Based on this process, each group noted its favorite ideas for working toward the goal. From this list three were selected and re-stated as action steps. In about half an hour, we had a plan! (Actually, we had *eight* plans!)

