

Minimum Factor and Resource-orientation: The NCD Solution Cycle



December 2019

Christoph Schalk, NCD International



A Key Illustration



The minimum barrel

The shortest stave determines the amount of water the barrel can hold



"Service attendance"

"Minimum factor"

"Quality characteristics"



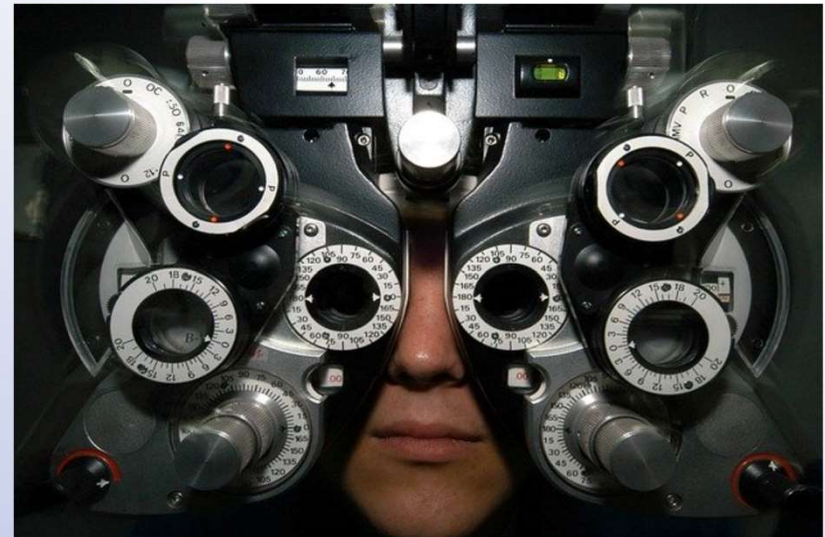
Focus on Strengths or Weaknesses?



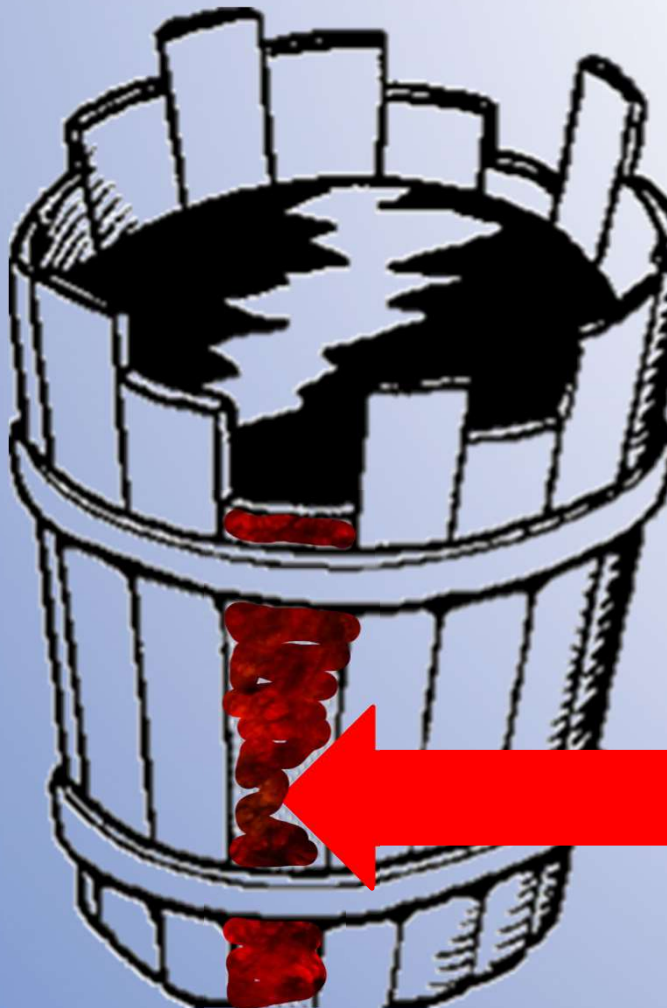
Focus on Weaknesses

Focus on Strengths

Focus on Strengths?



Resource-Orientation



Resources

Your Ideas



- How can we focus on strengths in the area of the minimum factor?



The NCD Solution Cycle



**An approach to coach
a church through the
NCD process in
a solution-focused way.**

Coaching with the NCD Solution Cycle



- Focusing on the resources and solutions, not problem analysis
- Ignoring the (assumed) causes of problems
- Creating choices
- Leaving behind the attitude “We have tried everything, but nothing works.”
- Using the limited time to explore solutions
- Identifying and using the resources of individuals and teams

Shaping the Future instead of Analysing Problems



Not:

- How did the problem arise?
- Who caused the problem?
- Why did the person do it?
- What is the worst thing about it?
- Why is this so?

But:

- What do you need in order to solve this problem?
- If a miracle were to solve all the problems, what would things look like?
- How might the person behave in future?
- What exact changes should be made in future?
- What kind of behavior would make an outsider notice you have achieved your goal?

NCD Solution Cycle Step by Step



Setting



From single modules ...
... via one to four-hour team-coachings ...



...to the full NCD Solution Cycle workshop over
1-2 days.

NCD Solution Cycle Step by Step



Preparing the Ground



- Summarize the previous history
- Name strengths that impress you
- Clarify roles:
 - The coach as a methods expert
 - The team as contents experts
- Establish the rules together
 - “What characterizes a positive discussion?”

NCD Solution Cycle Step by Step



Tool: APA Analysis



Achieve	Preserve	Avoid

NCD Solution Cycle Step by Step



Tool: Affinity Exercise



- 3-5 Post-it notes per person
- One cause for the minimum factor per note
- All notes on the wall
- Participants group notes silently according to their affinity (5-7 min)
- Read aloud and correct grouping if needed
- Discover 5-7 key issues
- Discuss the causes for the minimum factor in the group

Practise: Affinity Exercise



- <https://padlet.com/empowermentzone/ncd>
- Resource-orientation in the MF area
 - What are your ideas?
 - Maximum 3 posts per person.

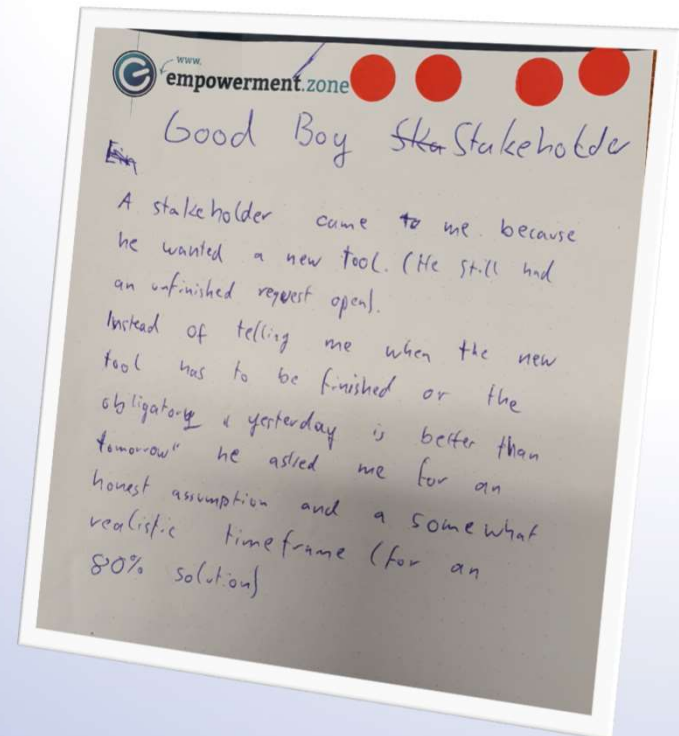
NCD Solution Cycle Step by Step



Tool: Story Telling



- Find a situation that you see as a highlight in the area of your minimum factor ("We need more like this, then the minimum factor with improve.")
- Write it down (1 page maximum)
- Everyone reads his/her story.
- Highlight the most relevant stories with glue dots.



NCD Solution Cycle Step by Step



Tool: Miracle Question



- Imagine, after this workshop you go home.
- And this evening you lay down to sleep.
- And while you're sleeping a miracle happens overnight.
- And all problems in the area of your MF disappeared.
- But you don't know that a miracle happened because you were sleeping.
- How would you notice the next morning that a miracle had happened?
- What would first cause you to recognize that something is different?
- What would be the first little indicator?
- How would others realize that a miracle had happened?
- Take your time to take some notes.

Imagine – A Miracle Happened



- Groups
 - What would be different in your version of the miracle?
 - What would be the first indicators of this positive change?
 - What could this mean for your current reality?
 - What solution ideas could you generate from this miracle exercise?

NCD Solution Cycle Step by Step



Scaling Dance – Methods



- Write a scale from 0-10 on the flipchart
- Alternatively, work on the floor, making use of the whole room
- Each participant makes his own personal assessment
- This is not about averages or the missing portion up to 10
- Focus on the area between zero and the current situation
- Find common resources and abilities which have contributed to the current situation
- Work out the differences between the current situation and the highlights

NCD Solution Cycle Step by Step



Helpful Questions



- What must you do to advance one step towards 10?
- What can you personally do to make this happen?
- How would you notice that your situation had improved a little?
- If you were the coach, what would you recommend to yourself as the next step?

NCD Solution Cycle Step by Step



Personal Mission



- Goal
 - To help apply the measures in everyday life by means of observations or actions
- Procedure
 - The coach gives all the group members “homework” (observations or actions)

Personal Mission - Examples



- “Don’t change anything yet - just make observations. For every positive situation you find, put a candy in a bowl ...”
- “Count the number of times your team member says ‘Thank you’.”
- ...

NCD Solution Cycle Step by Step



Follow-Up



- Highlights since the last coaching session
 - What has improved?
- Scaling Dance
 - Where does the team stand today?
 - How did the team manage to get there?
- Steps
 - What are the next steps?
 - How do we keep the process moving?
- Personal task
 - What should each person concentrate on individually?

Webinars 2020



- **February 12th, 2020**
(Presenter Adam Johnstone)
- **May 20th, 2020**
(Presenter Christian A. Schwarz)
- **August 12th, 2020**
(Presenter: NCD National Partner)
- **November 11th, 2020**
(Presenter Christoph Schalk)
- All webinars will be offered from **6:00pm to 7:30pm German time.**

Minimum Factor vs. Resource-orientation and Solution Focus



© 2019 Christoph Schalk
NCD International