

IDROP©

“Creating a clearer vision of the issue”

Tapping Into Organizational Talent
Communication-Critical Thinking-Problem Solving
Creativity-Decision Making-Innovation



What is the IDROP?

What?

Interagency communication tool designed to stimulate engagement in organizational problem solving.

Who?

Unit Commander/ Shift Supervisor/ Community Leader.....

How?

Written...E-file...Share Drive....Web site

When?

Yearly....Quarterly...all the time?

Why?

- Distinguish between GRIPING and real PROBLEMS!
- Get problems solved
- Involve others in the process...create a sense of ownership
- Develop the following competencies in your workforce

communication.....problem solving....critical thinking.....innovation.....enabling others to act.....involvement.....empowerment.....

Issue

- Provide a statement of the issue
 - If the statement is more than 2-3 sentencesyou may have more than one issue.
 - Rate the relevancy and priority of the Issue...
(scale of 1-10) 1= None (relevancy/ priority)
10= Very High (relevancy/ priority)
- *Remember...if everything is important, then nothing is important.

Discussion

- Stakeholder Perspective
- Provide discussion around your understanding of all of the stakeholders in the stated issue and what their perspectives may be.
- Faction mapping...list the stakeholders and their relative value.
- Seek understanding- demonstrate you have a comprehensive understanding of the issue from all perspectives.
- Distinguish between Facts and Feelings

Recommendation

- Don't just bring problems...bring solutions!
- What is your recommended realistic solution to the stated problem. Consider available resources as you make your recommendations.
- Prioritize your recommended action plans- design a roadmap for your destination.
- Make assignments
- Be SMART (Specific-Measurable-Attainable-Relevant-Timely)
- Details, details, details....The clearer the details, the more likely a successful outcome.
- Consider Peer Consultation as a strategy

Obstacles

- What are the real or perceived obstacles to your recommendations?
 - Relationships?
 - Funding?
 - Personnel?
 - Paradigms (organizational/ people)
 - Ethical dilemmas
 - Other stuff...?

Proponent

- Who are the proponents (people, unit, entity) that will have responsibility and capability to solve the problem.
 - How much of this issue do you own?
 - Which Unit/ Command/Entity does this belong to?
 - Who? (Name and contact information if available)
 - Faction Mapping...(assign a value)
 - Unknown?