

# 25/10 Crowd-sourcing and Prioritizing Initiatives



**Time required: less than one hour**



**Five or more participants or groups of participants recommended**

This is adapted from the [liberating structures](#) tools. It is designed to help a team begin the conversation about opportunities for value-based healthcare in their organization.

## How to lead the activity:

- Hand out the opportunity worksheet below.
- Explain that there are two sides to the document: the first side asks participants to identify what they think the biggest opportunity for improving value might be, and what the first step might be; and the reverse side is the scoring matrix.
- Be prepared with an example of an opportunity for improving value to get people thinking.
- Ask participants or groups to fill in page one of the worksheet, giving them 5-10 minutes to complete (below). Then ask people to review the scoring matrix on the back of the sheet.
- Explain to participants that they will now be passing their ideas around the room to other participants or groups to be scored, on both the impact and the feasibility of the idea.
- The worksheets need to be passed around to different participants or groups at least five times so that each of the scoring boxes are filled in (Note: you may reduce or increase passes, adjusting scoring accordingly). Use music or bells, for example, to indicate each time the worksheets should be passed around, giving at least one minute for participants or groups to enter their ratings.
- After the fifth pass and scoring is complete, participants or groups will have a completed worksheet with all scoring boxes filled in. Next, ask them to total both for impact and feasibility scores out of 25.
- Assess for impact: Identify those opportunities/programs that have the highest total impact score starting with 25 (highest) and going down. You may ask participants or groups to assemble in descending order according to impact scores or call out scores and ask if any idea received that particular score. Aim to identify up to the top 10 (or fewer).
- Filter based on feasibility: Now review the total feasibility scores of the top rated opportunities/programs as some high impact ideas may not in fact be feasible for a number of reasons, or lower impact ideas may be quick wins because of high feasibility.
- Discuss the top-rated ideas in light of both total scores.

# Biggest opportunity to improve value in your organization and first step

What do you believe is the biggest opportunity to improve value in your organization?

What is the first step that would take you in that direction?

# Impact and Feasibility Ratings

On a scale of 1-5 (1 being less favourable and 5 being more favourable), rate the impact and feasibility of the described opportunity/program.

## Impact Scores

Indicate a score out of 5 in one of the boxes below.

+ + + + =

## Total Impact

Add up each of the impact scores.

## Feasibility Scores

Indicate a score out of 5 in one of the boxes below.

+ + + + =

## Total Feasibility

Add up each of the feasibility scores.

