

Ideation Phase

Brainstorm & Idea Prioritization Template

Date	19 September 2022
Team ID	PNT2022TMID13577
Project Name	Corporate Employee Attrition Analytics
Maximum Marks	4 Marks

Brainstorm & Idea Prioritization Template:

Brainstorming provides a free and open environment that encourages everyone within a team to participate in the creative thinking process that leads to problem solving. Prioritizing volume over value, out-of-the-box ideas are welcome and built upon, and all participants are encouraged to collaborate, helping each other develop a rich amount of creative solutions.


Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

Reference link :

<https://app.mural.co/t/rakesh0752/m/rakesh0752/1665104935090/203c1f17d01eac6d43a88d5d21f9ed12d64abed2?sender=ucaec6e861c213f38bbd30903>

Step-1: Team Gathering, Collaboration and Select the Problem Statement

Template



Brainstorm & idea prioritization

Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

- 10 minutes to prepare
- 1 hour to collaborate
- 2-8 people recommended

Share template feedback

➤

Before you collaborate

A little bit of preparation goes a long way with this session. Here's what you need to do to get going.

10 minutes

1

Team gathering

Collate who should participate in the session and send an invite. Share relevant information or pre-work ahead.

2

Set the goal

Think about the problem you'll be focusing on solving in the brainstorming session.

3

Learn how to use the facilitation tools

Use the Facilitator Scoreboard to run a happy and productive session.

Open article

1

Define your problem statement

What problem are you trying to solve? Frame your problem as a How Might We statement. This will be the focus of your brainstorm.

5 minutes

PROBLEM

How might we identify why employees voluntarily leave, what might have prevented them from leaving, and how we can use data to predict attrition risk.

2

Key rules of brainstorming

To run a smooth and productive session

- Stay in topic
- Encourage wild ideas
- Defer judgement
- Listen to others
- Go for volume
- If possible, be visual

Step-2: Brainstorm, Idea Listing and Grouping

2

Brainstorm

Write down any ideas that come to mind that address your problem statement.

10 minutes

TIP

You can select a sticky note and, in the pencil (edit) mode, drag it down to start creating.

RAKESH SHEKHAWAT

1. Hire people who are motivated to do a good job for its own sake, but without goals to meet and exceed, many of us struggle to get started. And you can't solve the problem just by throwing money at it. Instead of raising salaries 10 percent across the board, set aggressive but attainable goals to get people moving. When it comes to evaluation time, use these same goals to measure what works for your teams.

2. Hire and fire the right people

3. Build teams according to personalities

4. Offer flexibility

5. Learning and training metrics

6. Goal setting and engagement

7. Analyze your workforce

VISHNU BABU B

1. Hire people who are motivated to do a good job for its own sake, but without goals to meet and exceed, many of us struggle to get started. And you can't solve the problem just by throwing money at it. Instead of raising salaries 10 percent across the board, set aggressive but attainable goals to get people moving. When it comes to evaluation time, use these same goals to measure what works for your teams.

2. Hire and fire the right people

3. Build teams according to personalities

4. Offer flexibility

5. Learning and training metrics

6. Goal setting and engagement

7. Analyze your workforce

AJAY S

1. Hire people who are motivated to do a good job for its own sake, but without goals to meet and exceed, many of us struggle to get started. And you can't solve the problem just by throwing money at it. Instead of raising salaries 10 percent across the board, set aggressive but attainable goals to get people moving. When it comes to evaluation time, use these same goals to measure what works for your teams.

2. Hire and fire the right people

3. Build teams according to personalities

4. Offer flexibility

5. Learning and training metrics

6. Goal setting and engagement

7. Analyze your workforce

VINOTH KUMAR S

1. Hire people who are motivated to do a good job for its own sake, but without goals to meet and exceed, many of us struggle to get started. And you can't solve the problem just by throwing money at it. Instead of raising salaries 10 percent across the board, set aggressive but attainable goals to get people moving. When it comes to evaluation time, use these same goals to measure what works for your teams.

2. Hire and fire the right people

3. Build teams according to personalities

4. Offer flexibility

5. Learning and training metrics

6. Goal setting and engagement

7. Analyze your workforce

3

Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

20 minutes

TIP

Add cluster labels to sticky notes to make it easier to find, review, organize, and categorize important ideas as you move them to your final.

Turns out, your employees are adults. Working from home, working remotely, flexible time off for family needs, paternity and maternity leave — all of these increase employee satisfaction, and good employees stay productive anyway.

Overworked employees have little time for learning, and learning increases engagement, so that's bad. A company that values learning and development sends the signal to its employees that they want people to build careers, not just do a job. Learning and training can also pay off for the company, making it easier to promote from within.

We wish all of our employees were intrinsically motivated to do a good job for its own sake, but without goals to meet and exceed, many of us struggle to get started. And you can't solve the problem just by throwing money at it. Instead of raising salaries 10 percent across the board, set aggressive but attainable goals to get people moving. When it comes to evaluation time, use these same goals to measure what works for your teams.

Hire and Fire may sound reductive, but spend more time finding and engaging the right people and ensuring that the benefits and pay you offer line up with regional and industry benchmarks.

Step-3: Idea Prioritization

4

Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

20 minutes

Importance

If each of these ideas could not be implemented, which one would have the most positive impact?

Feasibility

Regardless of how many times, which tasks are most possible to implement? How many people can do it?

Build teams according to personalities

Goal setting and engagement

Analyze your workforce

Hire and fire the right people

Learning and training metrics

Offer flexibility