

Reflective Leadership Summit

Child Care Aware

March 19, 2015

Tessa McDonnell, Facilitator

Scenario Analysis

*A Systematic Approach to Address
Real Life*

Leadership Challenges



Define the issue(s)

- **What appears to be the problem(s) here?**
- **How do I know that this is a problem?**
- **What are the immediate issues that need to be addressed?**
- **Differentiate between importance and urgency for the issues identified.**



Analyze the data

- **Why or how did these issues arise?**
- **Who is affected most by this issues?**
- **What are the constraints and opportunities implicit to this situation?**
- **What do the numbers (frequency of incidents) tell you?**



Generate alternatives

- The alternatives should be mutually exclusive
- *Not making a decision pending further investigation* is not an acceptable decision.
- Doing nothing can be a viable alternative.
- Avoid providing only two other clearly undesirable alternatives.
- Any alternative chosen will need to be implemented



Select decision criteria

- improve or maintain profitability,
- increase return on investment,
- maintain customer satisfaction,
- be consistent with the mission or strategy,
- within present (or future) resources and capabilities,
- within acceptable risk parameters,
- ease or speed of implementation,
- employee morale, safety, or turnover,
- retain flexibility, and/or
- minimize environmental impact.

Robert De Niro

Billy Crystal

**analyze
that**



Analyze and evaluate alternatives

- **Measure the alternatives against each key decision criteria.**
- **Set up a simple table with key decision criteria as columns and alternatives as rows, and write this section based on the table**
- **Or list the advantages and disadvantages (pros/cons) of each alternative, and then discuss the short and long term implications of each.**



Select the preferred alternative

- **Give a justification for your decision using your key decision criteria.**
- **Check to make sure that it does resolve what you defined as the Problem.**

Develop an action/implementation plan

SMART Goals

- **Specific**
- **Measureable**
- **Accountable**
- **Resources Needed**
- **Time-bound**

Problem Solved!



Facilitator Information

Tessa McDonnell

- NH Early Childhood Master Professional, TFMC; After School Allied Professional
- Granite State College, Senior Lecturer, School of Education
- tessamcd@comcast.net