



Intervention

Thematic groups to help find solutions

Change Phase

INTEREST / TRIAL

Description

A thematic group is a group of people who take on a certain theme that has to be solved and that is related to the change. Often, these themes come out of other interventions like open space, big meetings, or co-worker events. They analyse the problem, think of solutions, and also make sure that there is support within the company for the solutions they want to propose. So they consult and inform colleagues which are not in the thematic group. Often such a group consists of volunteers who have sufficient energy to solve this particular theme. A very effective idea is to have them sponsored by a member of the Managing Team.