HOPE: Better Concepts in 4 Steps

Integrated Consulting Group

The HOPE method is an efficient tool that can be used to review and improve different types of proposals, plans or change initiatives in groups.

This tool is typically used to analyze and improve various types of development concepts, such as products, services and processes.

The purpose of this tool is to involve people and give everyone the opportunity to leave their "fingerprints" on proposals. This creates a sense of understanding, acceptance and commitment to a proposal or new initiative, making the forthcoming implementation much easier.

At the same time, the quality of the proposal itself improves, since different kinds of expertise and thinking types are effectively used when involving a group of people to improve the original plan.

By using HOPE, both the positive aspects and the questions or concerns and problems are handled together, ensuring a better outcome.

The proposal developed in the workshop does not yet need to be perfect, but should include all the basic points.

Duration	Participants	Facilitation
90–180 min	ideally 6–24	A4 paper, pens 2 flipcharts/pinboards

SOURCE: ICG Innotiimi

HOPE: Better Concepts in 4 Steps │ **Process**

Introduction 🔊	**Analysis of advantages and challenges** 🔍	**Development proposals** 💡	**Next steps** 👣
20 min	30–60 min	30 min	20 min
The HOPE method is briefly explained. The plan owner presents the proposal. Everyone is asked to write down positive aspects and challenges/problems while the presentation is going on. No discussion about the proposal is held; the participants only listen to the presentation.	Small groups of 3–4 people are formed. Each group selects and writes down: ● The 3 to 6 positive aspects ● The 3 to 6 challenges/problems One flipchart/pinboard each is used to collect the positive aspects and the challenges faced from all groups. Positive aspects are collected and discussed first to create positive energy. Challenges/problems are ranked with the help of the group.	Participants are required to choose one challenge that they would like to address, and groups are formed based on these challenges. Development ideas are drafted in groups and documented on a flipchart/pinboard. Each group presents their ideas to the whole group.	Improve the original proposal based on the development ideas (could also be done outside the workshop). Analyze the commitment of people for the evolved proposal. Inform participants of the next steps and timeline related to the proposal.