

An activity from The International Center for Leadership in Education to elicit multiple solutions to various problems is titled RSVP. This activity has the capacity of generating hundreds of ideas in just a few minutes.

You will need standard envelopes for each staff member, along with 3X5 index cards.

Explain that his activity will allow each participant the opportunity to pose a problem and get ideas for solutions to this problem.

Pass out a blank envelope and 5-10 index cards to each person, asking that they make a personal mark such as a squiggle or a letter on the back side of their envelope for identification purposes later.

Instruct them to write a question, or pose a problem on the front of their envelope. Collect the envelopes, shuffle, and redistribute a new envelope to each person. When they get an envelope, they must answer the question, or provide a solution and insert their response into the envelope before passing it o in no more than 90 seconds later. Continue the process until each person has had at least ten turns.

As participants finish their last envelope, instruct them to put all envelopes face down on the center of the table and allow participants to retrieve their own.

Ask them to take turns sharing favorite responses, adding new thoughts, or posing additional questions.

I encourage you to listen in, or even be part of this process. Your ideas, answers, and solutions are valuable to your staff, and they will appreciate your involvement in this activity.