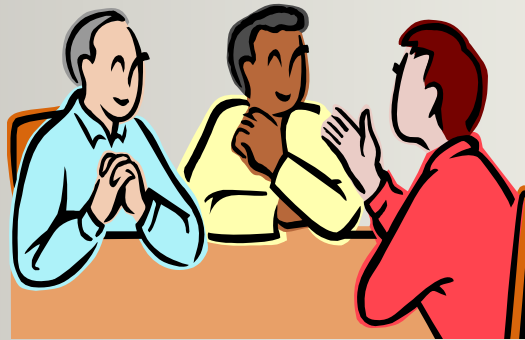


# THE NOMINAL GROUP TECHNIQUE

A Group Decision  
Technique



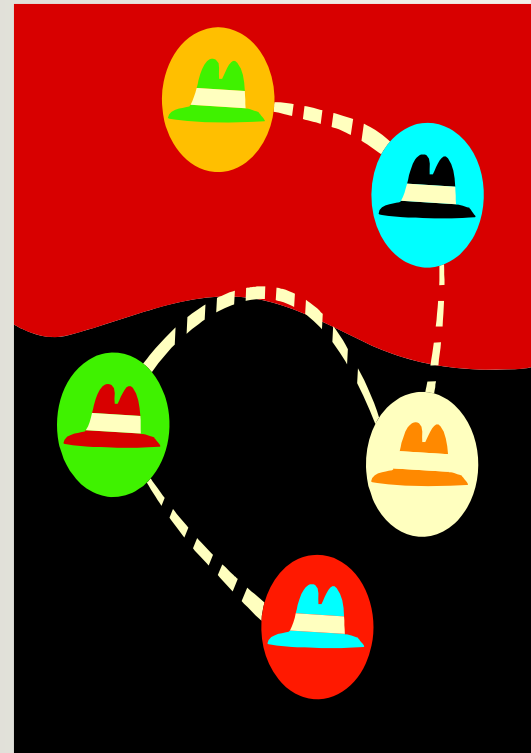
**Developed from the Contents of  
Reginald Leon Green's**

**Practicing the Art of Leadership: A  
Problem-based Approach to  
Implementing the ISLLC Standards**

**Chapter 5**

# THE NOMINAL GROUP TECHNIQUE

- The nominal group technique is a structured process the school leader can use to identify and rank major problems or issues that need to be addressed.



# USING THE TECHNIQUE

School leaders often used the technique for:

- setting goals,
- identifying problems,
- obtaining suggestions for solving problems, or
- planning school programs.

# A SAMPLE PROBLEM STATEMENT

- The problem statement should be open-ended, such as:
  - "The best way to enhance teaching and learning in this district is to . . ."

(Note: The leader should avoid any detailed clarification of the problem, such as providing specific examples).

# THE PROCESS

- When using the Nominal Group Technique, six steps are followed.



# THE SIX STEP PROCESS

- The school leader generates ideas from faculty members in a silent manner by asking them to write their ideas on slips of paper.



# THE SIX STEP PROCESS



- Each faculty member contributes an idea in a round-robin manner. As ideas are suggested, they are written on a blackboard or flip chart.

# THE SIX STEP PROCESS

- The school leader reviews the list, inviting discussion on each item by asking for questions, statements of clarification, or statements of agreement or disagreement .



# THE SIX STEP PROCESS

- Based on the discussion, the school leader combines ideas through a preliminary vote.



# THE SIX STEP PROCESS



- The school leader entertains additional discussion on the combined ideas.

# THE SIX STEP PROCESS

- A final vote is taken.



# NOMINAL GROUP TECHNIQUE

- Overview of the NGT process:
  - 1. the generation of ideas in a silent manner
  - 2. sharing of ideas in a round-robin fashion
  - 3. group interaction around ideas
  - 4. explanatory group discussion
  - 5. individual re-assessment
  - 6. mathematical tabulation of revised judgments

# POSITIVE FEATURES

- The process allows the school leader to:
  - Facilitate a meeting and identify the major strengths of a program.
  - Motivate the faculty to complete a task, reaching consensus on the problem solution.

# POSITIVE FEATURES

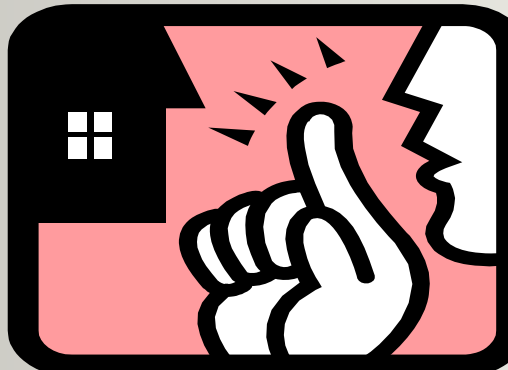
- The process allows the school leader to:
  - Influence participation by all group members while keeping individuals from controlling the discussion.
  - Establish priorities and reach consensus on school goals, problems, solutions, or program activities.

# PRECURSORS

- School leaders should not allow:
  - Evaluation of ideas one at a time; rather they should collect a number of ideas before evaluating any. This process increases creative solutions.

# PRECURSORS

- School leaders should not allow:
  - Faculty members to engage in discussion while ideas are being created.



# Reference

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