

1 to10 What Merger Looks Like

Instructions

When boards or others meet, use the attached chart to measure their level of “buy-in” to a pending merger.

Recently, we used a 2 foot by 6 foot drawing of this scale and gave participants a voting ballot. Each ballot contained three different color stickers. Yellow was used to indicate where they were personally with the merger process. Blue indicated the location of their (original) board. Green indicated the location of the group’s general membership. Each participant placed each of his or her ballots on the circle that best represented their commitment level at this time. An example ballot was posted to help participants remember the meaning of each color. Using this tool, in less than ten minutes, participants had a visual of their experience and the gaps they needed to explore.

Variations

1. To remain anonymous, have people write down a number on the sticker. A facilitator collects and post them.
2. Use different colors stickers for the different groups, i.e., Merger Partner One uses yellow, orange and red; Merger Partner Two uses blue, green and turquoise.

The Merger Process

