

Facilitator Script for Nominal Group Technique (NGT) Session

Creating Thriving Medical Communities and Culture

Duration: 75 minutes

1. Welcome and Introduction (5 min)

- "Good [morning/afternoon], everyone! Welcome to the workshop, 'Creating Thriving Medical Communities and Culture.' My name is [Facilitator's Name], and I'll be guiding you through today's session. Thank you for joining us to address such a critical and timely topic."
- "Burnout, systemic harm, and moral injury among healthcare providers are well-documented issues. Today, we're going to focus on co-creating solutions that promote sustainable, thriving cultures in medicine."
- Introduce workshop objectives and ground rules.

2. Context Setting: Defining Culture and a Thriving Medical Community (10 min)

- "Let's ground ourselves by thinking about what a 'thriving medical culture' means. Culture includes the shared values, behaviors, and attitudes that shape our clinical environments."
- Prompt short group reflection or share examples.

3. Silent Idea Generation (10 min)

- "Now we'll shift to brainstorming. Please reflect on this question: 'What specific actions, policies, or practices would foster a thriving medical community and culture at your institution?' Write down as many ideas as you can in silence."
- Provide notepads or online form.

4. Round-Robin Idea Sharing (15 min)

- "We'll now share ideas one at a time in a round-robin format. No discussion yet—just idea generation."
- Go around the room until all unique ideas are shared.
- Record all ideas on flip chart or screen.

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5. Clarification and Group Discussion (15 min)

- "Now let's review and clarify the list. Are there any questions or overlapping ideas we can combine with group agreement?"
- Discuss briefly to ensure mutual understanding.

6. Voting and Prioritization (10 min)

- "Now, please vote on the most impactful ideas. You'll each have [#] votes to distribute among the options."
- Tally votes and display top-ranked items.

7. Action Planning and Wrap-Up (10 min)

- "Let's review our top 3–5 ideas. What are next steps you can take within your institution to implement them?"
- Assign optional action leads or summarize as a takeaway document.
- Thank participants and close session.

Note: This script is adaptable to virtual settings, breakout groups, or modified timeframes. Feel free to adjust based on your context and goals.

Nominal Group Technique – An approach for all of your “Wicked Problems”
Authors: Drs. Matthew Lipinski, Victor Do, Kordan Harvey, Lyn Sonnenberg, Jerry Maniate

Further reading: Development of an institutional “good practices” policy for resident and attending-physician on-call responsibilities **This publication illustrates how NGT can support collaborative policy development by helping clarify roles, responsibilities, and expectations through structured group input.*