

Techniques of Team or Group Decision Making

Organizational Behaviour
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1. Brainstorming

2. Nominal
Group
Technique (NGT)

3. Delphi
Technique

4. Fishbowling

5. Consensus

1. Brainstorming

- Alex F. Osborn is credited with the development of the technique of brainstorming for problem solving.
- It involves a group of people, usually between 5 and 10, sitting around a table in a classroom setting, generating ideas in the form of free interaction.
- The primary focus of the brainstorming technique is more on “generation of ideas” , rather than on “evaluation of ideas”.



2. Nominal Group Technique (NGT)

- This technique is used when a high degree of innovation and idea generation is required.
- A nominal group exists in name only as the members have minimal interaction before producing a decision.
- This technique is highly structured.

3. Delphi Technique

- Developed by Rand Corporation
- A method to systematically gather the judgement of experts for use in developing forecasts.
- It is designed for groups that do not meet face to face.

4. Fishbowling

- Here, the group of experts from 6 to 8 is seated around a circle with a single chair in the centre of the circle.
- The group leader is invited to sit in the centre chair and give his views about the problem and his position of a solution.
- The other group members can ask him questions but there is no cross-talk.
- Once the person finished talking and his viewpoint is fully understood, he leaves the centre chair and joins the group in the circle.
- Then the second member is invited to sit on the centre chair and so on they discuss all the ideas.

5. Consensus Mapping Technique

- Consensus mapping technique of group decision-making tries to pool the ideas generated by several task sub-groups to arrive at a decision.