

# Pool Mirror Technique

by Pirkko Hurme

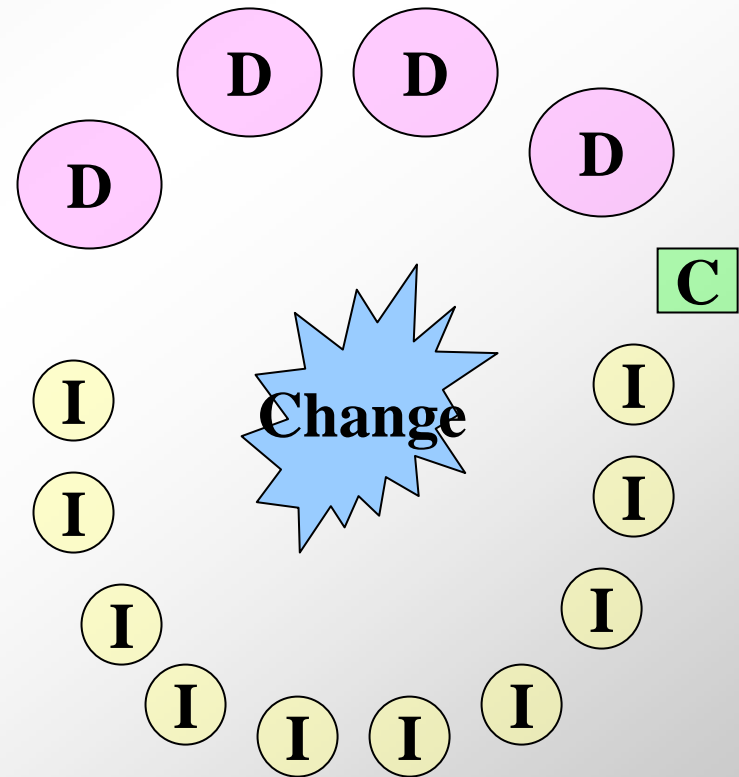


- Is a tool for processing information and working through emotions in a major change process.
- In practice it is a structured informative meeting, where the decision makers and the implementors discuss the change together and the facilitator will take care of the meeting structure.

# Elements of Pool Mirror Technique



Change  
Decision Makers  
Implementors  
Consultant



# Pool Mirror Technique



1. Description of change
2. Specifying change
3. Change criticism
4. Discussion of change criticism
5. Benefits of change
6. Designing implementation in group
7. Group reports and general discussion
8. Delegating the responsibility to implement

# Prerequisites for the Use of the Pool Mirror Technique



1. Processing technique suits organization's values and management principles.
2. The decision makers understand and accept the meaning of the technique and the way to carry it out and their own role in the pool mirror technique event. They have been trained beforehand.
3. Both the decision makers and implementors are able to function in a disciplined manner and in the defined structure that is managed by an external consultant.
4. Enough time is allowed for preparations and for carrying out the event.
5. Change is so demanding that it is worth to process it thoroughly

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