

# Keep It Simple – Infrastructure Workshop – SRLC 23

## Biblical Exercise

- Break into groups of 3
- Read Mark 6:17-29 (Beheading of John the Baptist)
- Define who held what role in the RACI model



R: \_\_\_\_\_

A: \_\_\_\_\_

C: \_\_\_\_\_

I: \_\_\_\_\_

<sup>17</sup> For Herod himself had given orders to have John arrested, and he had him bound and put in prison. He did this because of Herodias, his brother Philip's wife, whom he had married. <sup>18</sup> For John had been saying to Herod, "It is not lawful for you to have your brother's wife." <sup>19</sup> So Herodias nursed a grudge against John and wanted to kill him. But she was not able to, <sup>20</sup> because Herod feared John and protected him, knowing him to be a righteous and holy man. When Herod heard John, he was greatly puzzled<sup>[a]</sup>; yet he liked to listen to him.

<sup>21</sup> Finally the opportune time came. On his birthday Herod gave a banquet for his high officials and military commanders and the leading men of Galilee. <sup>22</sup> When the daughter of <sup>[a]</sup> Herodias came in and danced, she pleased Herod and his dinner guests.

The king said to the girl, "Ask me for anything you want, and I'll give it to you." <sup>23</sup> And he promised her with an oath, "Whatever you ask I will give you, up to half my kingdom."

<sup>24</sup> She went out and said to her mother, "What shall I ask for?"

"The head of John the Baptist," she answered.

<sup>25</sup> At once the girl hurried in to the king with the request: "I want you to give me right now the head of John the Baptist on a platter."

<sup>26</sup> The king was greatly distressed, but because of his oaths and his dinner guests, he did not want to refuse her. <sup>27</sup> So he immediately sent an executioner with orders to bring John's head. The man went, beheaded John in the prison, <sup>28</sup> and brought back his head on a platter. He presented it to the girl, and she gave it to her mother. <sup>29</sup> On hearing of this, John's disciples came and took his body and laid it in a tomb.

# Exercise: Applying RACI

- Identify 3 decisions/projects that were made by you or your team that impacted a larger part of your organization

1. \_\_\_\_\_  
\_\_\_\_\_

2. \_\_\_\_\_  
\_\_\_\_\_

3. \_\_\_\_\_  
\_\_\_\_\_

- Identify 1 additional decision or project that is underway or you will initiate soon.

1. \_\_\_\_\_  
\_\_\_\_\_

- How did these decisions impact other leaders and departments you collaborate with (or should) to achieve your outcome?

1. Go back and apply RACI to these who would you identify in each of the RACI frameworks? Would you do anything different?

## RACI Model within FOCUS

### Decision Making at FOCUS

*FOCUS desires a culture of vital unity and personal excellence within its decision-making. Decisions are not made in isolation from other leaders and departments as decisions impact the greater whole. RACI provides a collaborative and practical approach to set up the decision-making roles and to help FOCUS make better decisions. The small, upfront investment in identifying who's who in the RACI structure will reap much fruit down the track, speeding up the approval process and increasing alignment of decisions.*

#### **R = Recommender**

- Those who have ownership and responsibility over the task/project
- There is typically one Recommender. However, the Recommender does sometimes delegate some of the work to others, but they will still remain responsible for the recommendation.
- NOTE under the Consultor heading the comment about providing a "minority report".

#### **A = Approver**

- An approver is the leader that has responsibility at the lowest level where significant impact of the decision will be felt.
  - **It is always good to clarify this with your supervisor as you begin work on the project**
- The person that will sign off on the recommendation and make the final decision
  - The approver should be in communication with supervisors above them and keep them in the loop on the progress of the project
- The approver is usually overseeing the Recommender throughout the task and often is in communication throughout the process
- There **must** be only one Approver specified for each task or deliverable

#### **C = Consulted**

- Those whose opinions are sought and are typically subject matter experts;
- Two-way communication with these people can be ongoing throughout the project.
- Consulted advice is always considered. When there is a case of a minority, the Recommender will explain the minority report and why that path was not chosen.
- The OLT is set up to be a group of consulted/advisors for projects and can often play the role of many "C's" to those going through the process

#### **I = Informed**

- These are the people who need to know the decision was made.
- There is generally a one-way communication avenue, but this group may need to be accompanied to understand the approved recommendation, which also helps ensure their collaboration and execution of the decision.

Additional Resources:  
**Find the Bright Spots:**



Force Field Analysis:  
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