ARTICLES

Stop talking about problems and start solving them

Most leadership teams discuss the same issues every week and solve almost none of them. Identify, discuss, solve is the discipline that breaks the loop.

The Sambia Team · November 17, 2026 · 2 min read

sambia.io/articles/stop-talking-about-problems-and-start-solving-them

Every leadership team knows the feeling. You leave a meeting, and the most critical issues, the elephants in the room, are still standing right where you left them. Problems get discussed, but they rarely get resolved. They linger on task lists, sap morale and quietly stall progress.

Successful businesses aren't the ones without issues. They're the ones with a reliable system for solving them.

That system is three steps: identify, discuss and solve. It's a simple discipline that turns unproductive conversations into decisive action, and Sambia's Weekly Meeting is built around it.

The cost of unresolved issues

When issues aren't dealt with at their root, they fester. That leads to:

- **Recurring problems:** the same frustrations surface in meeting after meeting.
- **Stalled progress:** quarterly Goals get derailed by obstacles nobody removed.
- **Team frustration:** morale drops when people feel their concerns are heard but never addressed.
- **The meeting after the meeting:** the real conversations happen in hallways, without the whole team present to find a solution.

How identify, discuss, solve works in Sambia

The issues segment of your Weekly Meeting is where the work gets done. Sambia keeps it focused so the team spends its time solving, not shuffling notes.

1. Identify: one place for every obstacle

Issues come up anytime: an off-track number on your Scorecard, a roadblock on a quarterly Goal, a thought in the middle of the night. In Sambia, every one of them lands on a single Issues list the whole team can see, so nothing lives in scattered notes or gets forgotten before the meeting.

2. Discuss: get to the real root

- **Prioritize first:** before discussion starts, the team picks the few issues that matter most this week, so energy goes where it counts.
- **Filter the list:** narrow it to open or reviewed issues to see what's still on the table.
- **One issue at a time:** Sambia puts the issue under discussion in focus, so the conversation stays on it until it's settled.

3. Solve: turn conversation into commitment

A discussion without a resolution is just talk. Sambia helps you land it:

- **Create a task from the issue:** assign it to one owner with a due date, so accountability is clear before the team moves on.
- **Mark it solved:** the issue leaves the list for good, and the meeting summary records it.
- **Handle unfinished business:** not every issue resolves in one session. Mark it not solved to revisit next week, or move it to the meeting where it belongs.

Make honesty the norm

Sometimes the biggest barrier to solving an issue isn't the problem itself but the team's dynamics. Teams that solve issues well agree on a few plain signals: someone can name the elephant in the room, call out a topic that has been discussed enough, or pull a tangent back to the issue in focus. Write those norms down and say them out loud in the meeting. They give people a non-confrontational way to keep the team on track and encourage the honesty real breakthroughs need.

Ready to solve issues for good?

Stop running in circles. Give your team the structure and tools to confront problems head-on and clear them for good.

Run your first Weekly Meeting in about 15 minutes

Self-serve signup, 30-day trial, no credit card. $8 per user per month once you start.

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