



PLANNING FOR CHANGE AND AIMING FOR “SAFE ENOUGH TO TRY” (9:45-10:45 & 11:00-12:00)

Rule #4 | Decision-Making: Aim for “Safe Enough to Try” versus Consensus

- Check ins
- Metrics
 - How many attended the keynote and had more questions
 - Read NYT article on how to talk about failure to promote growth (<http://bit.ly/nsrbreakout>)
- Agenda
 - Framework for practicing in meetings
 - Quotes to think about
 - Groups & getting started
 - Work as team vs committe
- Check outs - One thing you can take back to your team to try



SPARK

Understand why this idea matters through first-hand experiences

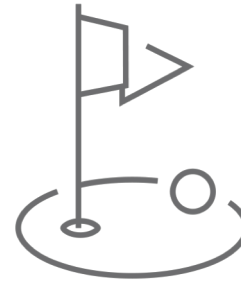
Numbers and I Failed



EXPAND

Explore resources and deepen knowledge related to idea

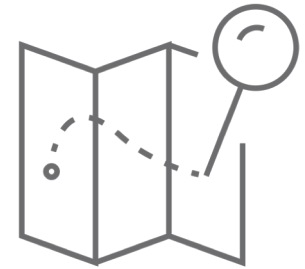
NYT Article on Learning from Failure



PRACTICE

Try using the idea in small, safe ways to prepare for application


Flip the Tarp



PLAN

Develop a hypothesis to test and determine the supports you need

One New Change You Can Make



“All organizations are perfectly designed to get the results they are now getting. If they want different results, we must change the way we do things.”

-Tom Northup

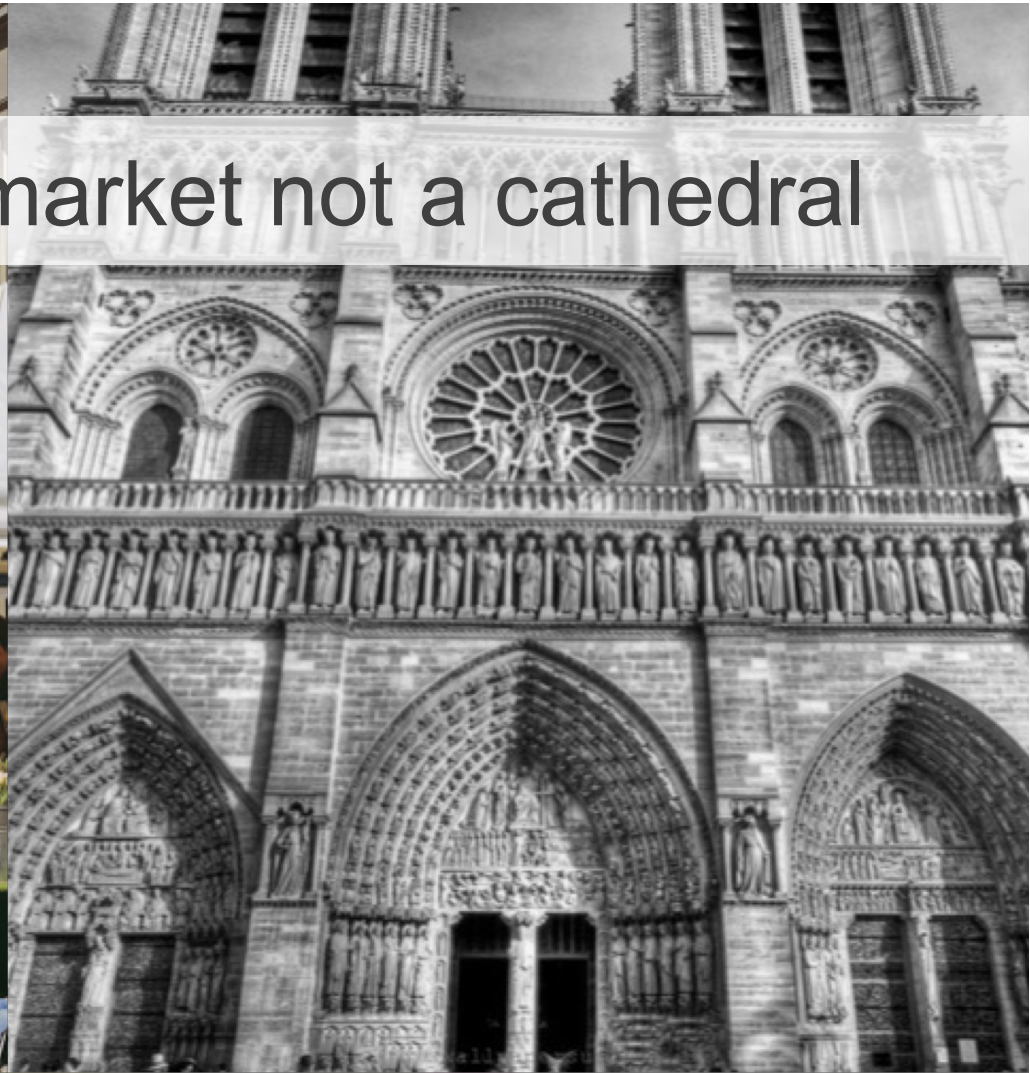
The Nokia logo, consisting of the word "NOKIA" in white capital letters on a blue rectangular background.

NOKIA

**“We didn’t do anything wrong,
but somehow, we lost.”**

If we continue to do the same things, we will get similar results.

Think like a farmers market not a cathedral



TACTICAL MEETING AGENDA

- 1) **CHECK IN**- short, get present, sacred space for each person to share
- 2) **METRICS** - check/no check on actions from last meetings, regular data, and projects
- 3) **BUILD AGENDA** - build on the fly in a shared space, should include 2-3 words and agenda owner's name
- 4) **PROCESS AGENDA** - use protocol to process agenda items efficiently with the agenda owner
- 5) **CHECK OUT** - short, feedback on meeting, sacred space for each person to share

HOW TO FACILITATE THROUGH AGENDA

1. After the agenda has been built, the facilitator moves the group through agenda items using this simple structure.

<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
Facilitator asks: "What do you need?"	Agenda item owner engages others as needed	Facilitator asks: "Did you get what you needed?"	Secretary captures notes and next steps

2. When the facilitator asks, "what do you need?" the agenda item owner might respond using one of the frames featured in the right info box.
3. It is the facilitator's responsibility to continually refocus on the agenda item owner. If they haven't gotten what they need, the facilitator should continue clarifying needs. If they have gotten what they need, the facilitator should synthesize the decision or action (for the secretary to capture) and move on to the next agenda item.
4. This should continue until all agenda items have been processed or the meeting has five minutes left (to allow time for check outs).
5. Before the next meeting all agenda items should be erased so that the group can start with a blank slate to build the agenda on the fly again based on real time needs.

WHAT DO YOU NEED?



REQUEST AN ACTION

I need someone to take a specific action



REQUEST INFORMATION

I need an update on a specific project



SHARE INFORMATION

I need to share information with the group



REQUEST ADVICE

I would like to hear opinions and advice



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- ★ @6newschoolrules (if you want a copy of this presentation direct message me)
- ★ Free resources to make your meetings better at www.newschoolrules.com
- ★ bit.ly/NSRLeadership (cool leadership analysis)

Change happens when we change our habits