

Integrating Courageous Practice Design + Log

April 13-May 13, 2018

Accountable: Kalpana



How might we integrate Courageous Practice (CP) more deeply across our teams?

- **How might we** embed Courageous Practice into our directors meetings so that directors are more comfortable with engaging in Courageous Practice?
- **How might we** use Courageous Practice during this transition within the Directors team so that directors are feeling grounded in the transition?

Hypothesis: If we use Courageous Practice within teams then it will provide teams and directors greater insights to their work and teams.

If we use Courageous Practice within the directors team to explore the transition, it will provide directors (and the teams they support) greater insights into the transition process.

If we ask directors to engage in one Courageous Practice activity with their teams in the next month and share their reflections then we'll gain insights into a longer term strategy for CP integration into teams.

This worksheet is designed to help you design and track your experiment. Use it to collect and analyze your data as well as capture lessons learned and decisions made. Contact Alison <alin (at) magmail (dot) com> with questions or suggestions for improvement.

Experiment Design

<p>Participants <i>Who is involved in the implementation of this experiment?</i></p>	<p>Directors Team: Jeana, Leslie, Jessica, Erin, Moira, Kalpana</p>
<p>How will you test your hypothesis? <i>What is the action or activities that you'll undertake to complete this experiment?</i> <i>Include date benchmarks for each steps and document the people responsible.</i></p>	<p>Step 1: Engage Directors at a Director meeting in the convo about deepening our CP work within teams. Facilitate a brainstorm of taking this first step in deepening CP and in providing feedback to what works and what doesn't. Have directors answer the question: What makes your excited? What makes your nervous? What do we all know that directors could feel comfortable leading? <u>Completed by XX</u></p> <p>Step 2: Ask Directors to engage in one CP activity within a team meeting within a 30 day cycle. Ask Directors to document the date, activity, and results. <u>Completed by XX.</u></p> <p>Step 3: Revisit conversation with Directors about what they learned, what was useful, etc. Document lessons. <u>Completed by XX</u></p>
<p>How will you <i>measure the outcomes</i> of this experiment? <i>What would success look like?</i> <i>What are the minimum standards of success?</i> <i>What would failure look like?</i> <i>How will you collect the data or complete the analysis?</i></p>	<ul style="list-style-type: none"> - Did Directors get new insights? <ul style="list-style-type: none"> - What were they? - Did using CP stimulate a different convo? - Did people on the team participate in a different way? - Did using CP build energy in the meeting? - Did using CP build a shared understanding of the approach/problem/solution etc. - Did the CP practice shift anything in what they plan to do? (yielded/influenced/implicated)

Data

Enter and store your data and observations from your test here.

Team	Date of CP Activity	Which Activity?	Outcomes

Analysis

Debrief, Reflection, Learnings

What were the most impactful 3-5 **lessons learned** from this test?
Be concise!

Record any **decisions made** during or upon finishing this test. For example, "We will now keep meeting notes for all of our internal and external meetings."

What **questions** do you have as a result of your experiment?

Did your test disprove your hypothesis?

Will you do another iteration of this experiment? (Yes/No)