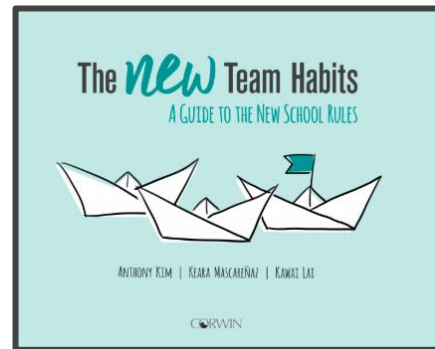


THE **NEW** TEAM HABITS

WEBINAR: THE **LEARNING** HABIT

February 26, 2020



IN THE CHAT:

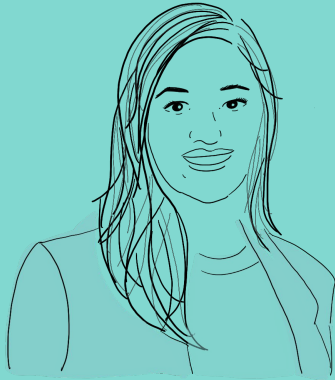
NAME + ROLE + DISTRICT

WHAT BROUGHT YOU HERE TODAY?

THROUGHOUT THE SESSION, FEEL FREE TO ADD ANY QUESTIONS AS THEY COME UP.



YOUR WEBINAR TEAM



GABBY HEWITT



JUSTIN TOOMER

GOALS FOR TODAY'S WEBINAR:

1. UNDERSTAND THE BASICS OF THE LEARNING HABIT
2. BUILD A CULTURE THAT ENCOURAGES AND SUPPORTS YOUR TEAMMATES TO BE LEARNERS
3. THINK ABOUT MOVING FROM THE GOAL OF BECOMING A LEARNING ORGANIZATION TO HABIT BUILDING

A QUICK INTRO/REFRESH ON TEAM HABITS

WHY HABITS?

DESIRE

We want to learn a new language.

We want to spend more time being present with our families.

We want to lose weight.

GOAL

Hold a conversation by Fall 2020.

Spend 10 hours a week with family.

Set a target weight loss goal of ~20 pounds.

HABIT

Commit to 10 minutes of practice each day.

Commit to eat dinner with them each night.

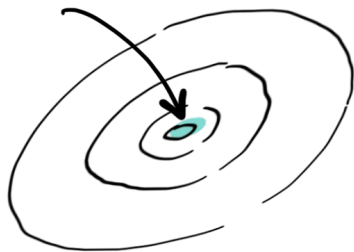
Commit to walking 30 minutes each day.

WHY HABITS?

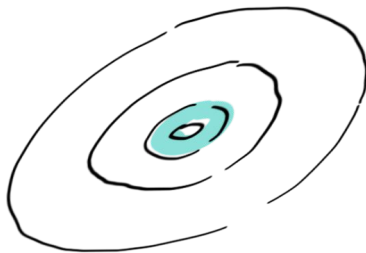
HABITS HELP US:

- Overshoot our goals.
- Are easier to start (tiny habits).
- Are lifelong once established.
- Add up (Aggregation of marginal gains).

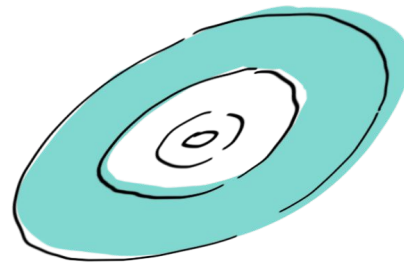
SMALL HABITS CONNECT TO A LARGER PURPOSE



SMALL HABIT



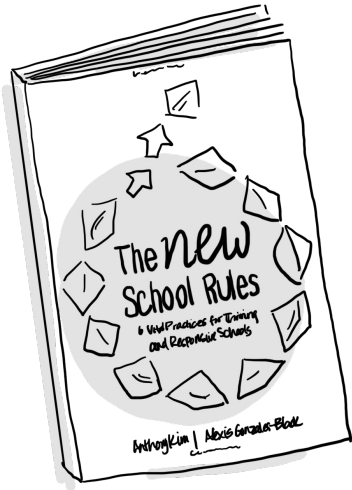
TINY RIPPLE EFFECT



BIG RIPPLE EFFECT

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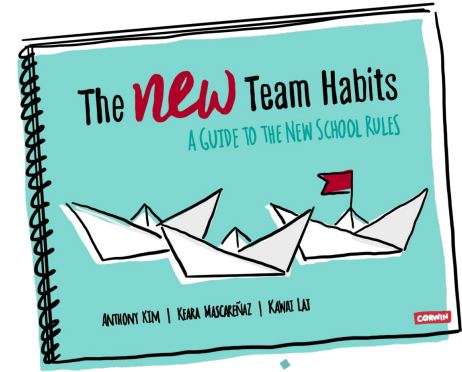


RULE #5: SHARING INFO

HARNESS THE FLOW AND LET INFORMATION GO

RULE #6: LEARNING ORG

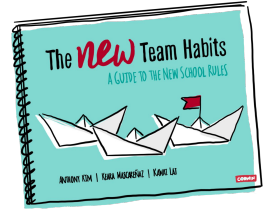
SCHOOLS GROW WHEN PEOPLE GROW



HABIT #1: WE TALK ABOUT MISTAKES

TO MODEL VULNERABILITY SO THAT OUR TEAM
LEARNS AND GROWS TOGETHER

FROM THE NEW TEAM HABITS



“For responsive teams, *learning is the engine* that drives progress, effectiveness, and innovation. In education we use the word learning dozens of times a day, but don’t often pause to think about *what it takes to support people, especially our adult staff, as learner.*”

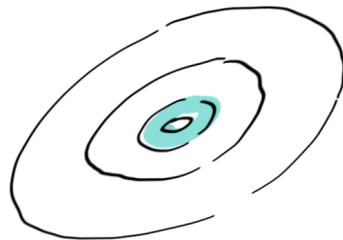
For us, learning is intricately linked with *curiosity, questions, mistakes, feedback, reflection, and sharing.* The learning habit in this chapter specifically focuses on how to build a culture that encourages and supports your teammates to be learners.”

THE LEARNING HABIT



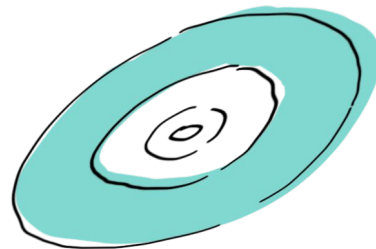
HABIT

WE TALK ABOUT
MISTAKES



TINY RIPPLE

TO MODEL
VULNERABILITY

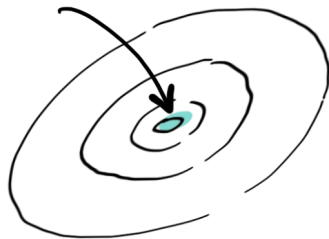


BIG RIPPLE

SO THAT OUR TEAM LEARNS
AND GROWS TOGETHER

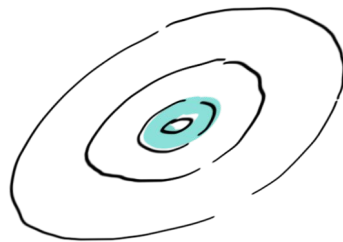
IN THE CHAT:

WHAT OTHER RIPPLES CAN TALKING ABOUT MISTAKES HAVE?



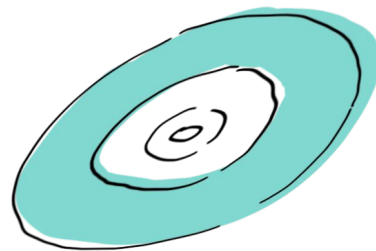
HABIT

WE TALK ABOUT
MISTAKES



TINY RIPPLE

TO...



BIG RIPPLE

SO THAT...



HUMANIZE YOU
AS A LEADER

BREAKDOWN
HIERARCHIES

DEEPEN
TEAM BONDS

ACCELERATE
LEARNING

ENCOURAGE
INNOVATION

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HASSO PLATTNER
Institute of Design at Stanford

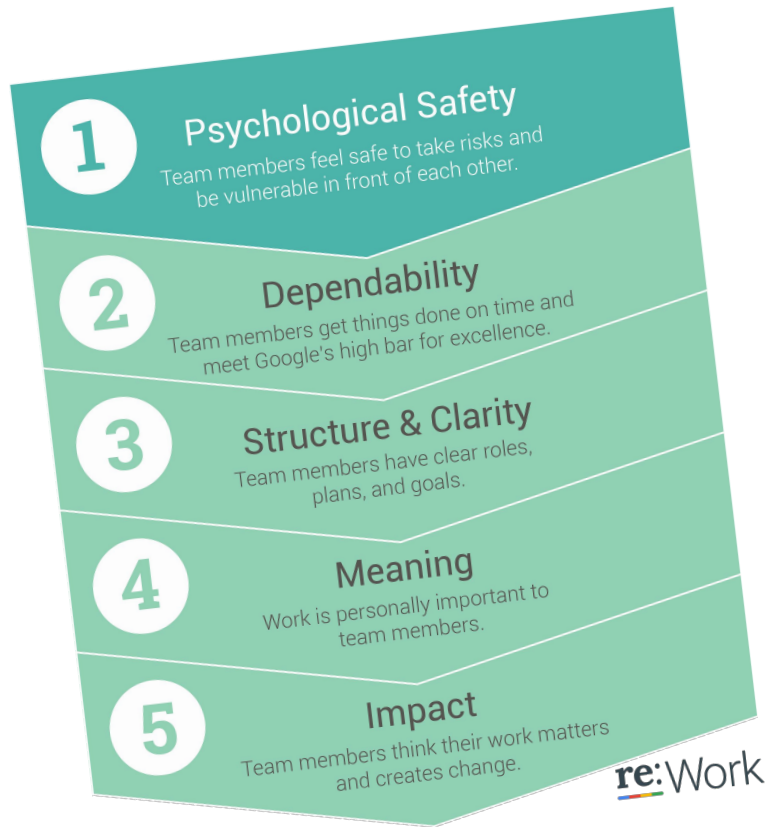


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@KEARAMAS #TEAMHABITS



“Who is on a team matters less than how the team members interact, structure their work, and view their contributions.”



LEARNING

- FOCUS ON PERFECTION
- DO NOT TALK ABOUT MISTAKES
- AVOID VULNERABILITY



MEETINGS

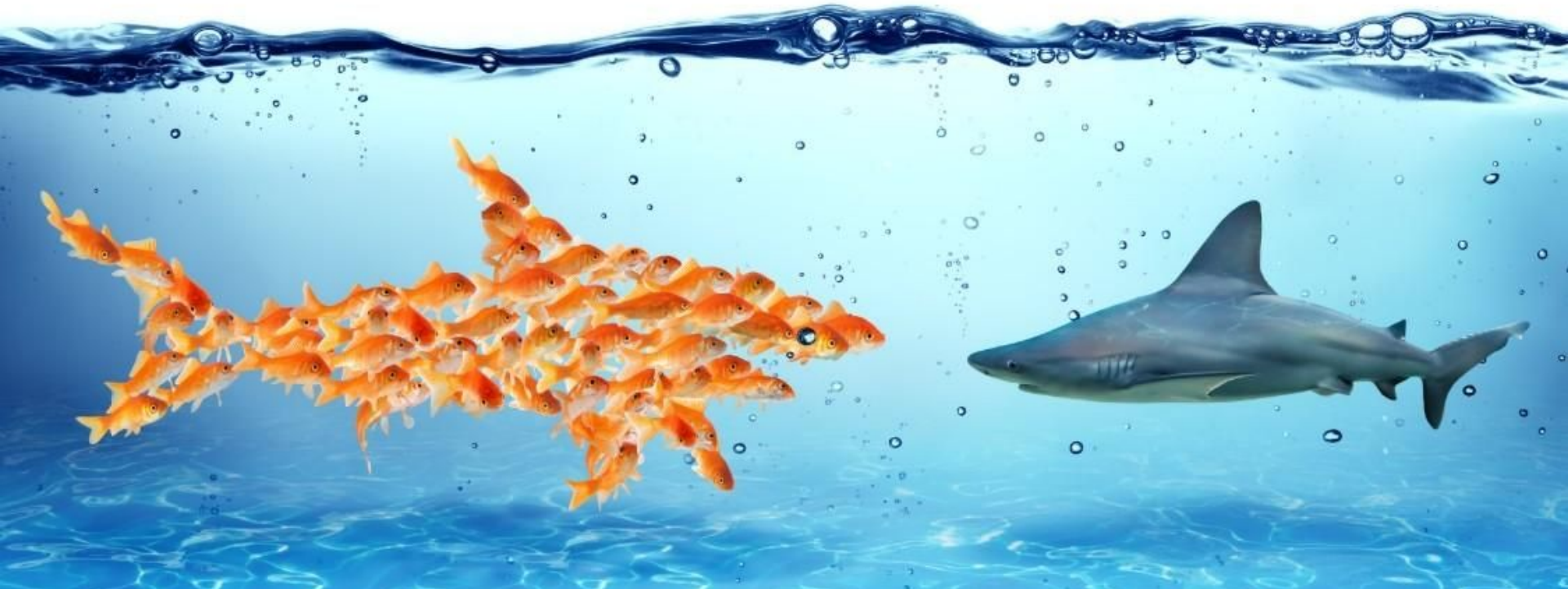
- ARE UNPREDICTABLE
- LACK USEFUL STRUCTURES
- DO NOT INCLUDE ALL VOICES



PROJECTS

- LACK ALIGNMENT ON PURPOSE
- HAVE UNCLEAR ROLES
- FEEL LIKE ANOTHER THING

EFFECTIVE TEAMS...







🔍 how do we improve our team?|

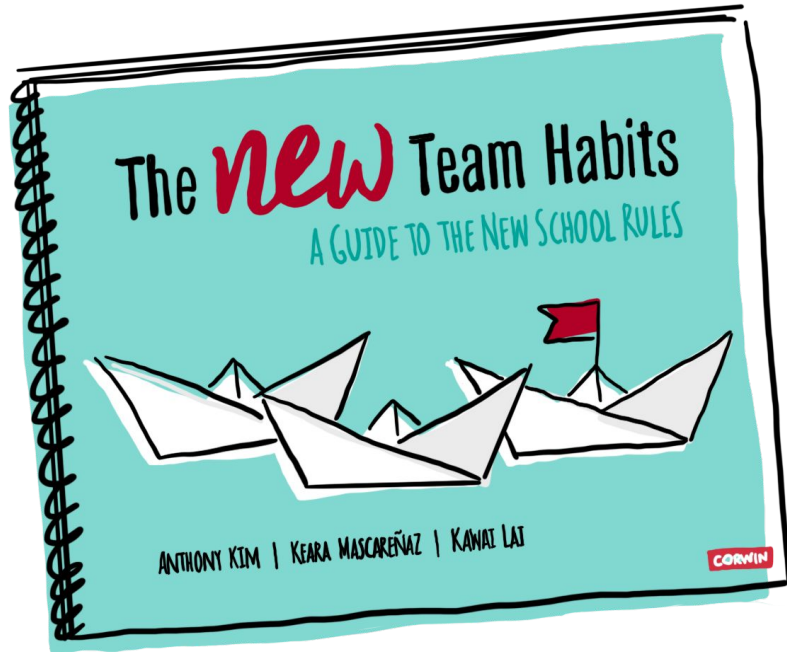


🔍 how **can** we improve our **teamwork**

🔍 how **to** improve **your** team

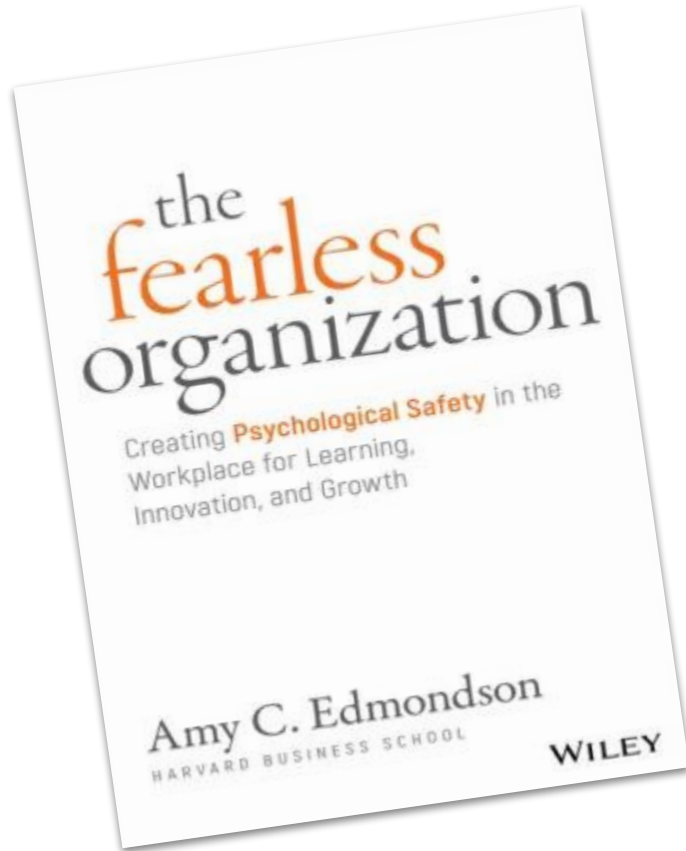
🔍 how do **you** improve **your** team's **efficiency**

Report inappropriate predictions



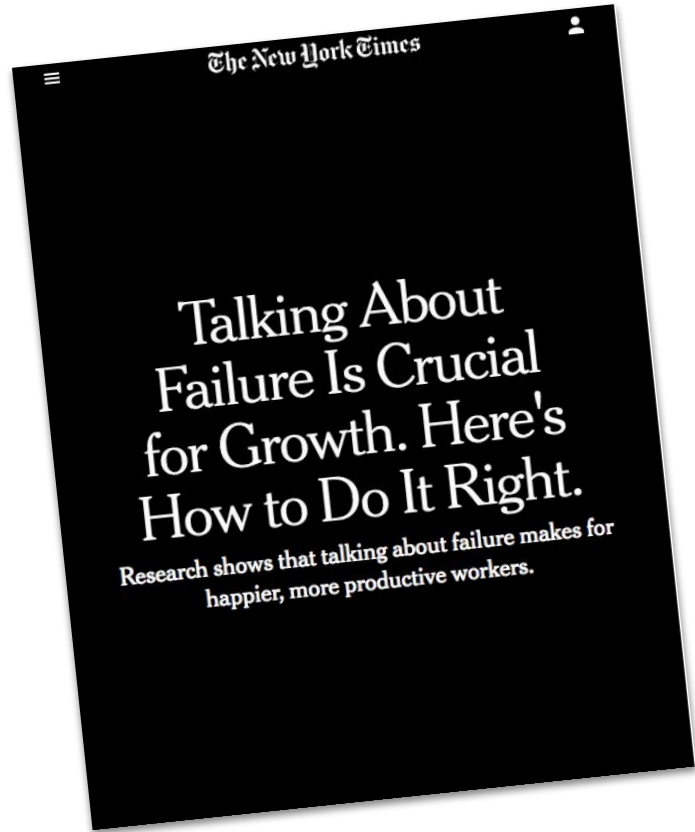
IMPROVE **HOW** TEAMS WORK,
BY CHANGING TEAM **HABITS**

THE LEARNING HABIT: TALKING ABOUT MISTAKES



“Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.”

THE LEARNING HABIT: TALKING ABOUT MISTAKES



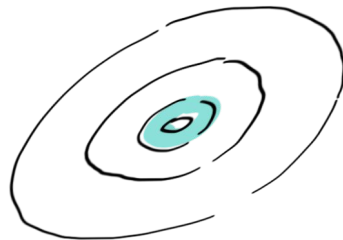
"Instead of telling a story of how horrible things went, frame it as, 'Can you help me with this?' When you ask others questions, most people actually want to help... By asking a question, we activate in them that spirit of helping."

THE LEARNING HABIT



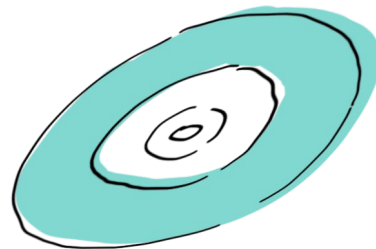
HABIT

WE TALK ABOUT
MISTAKES



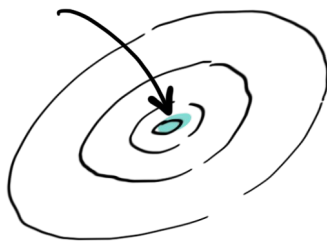
TINY RIPPLE

TO CREATE MORE
PSYCHOLOGICAL
SAFETY



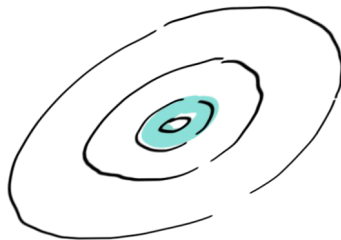
BIG RIPPLE

THE LEARNING HABIT



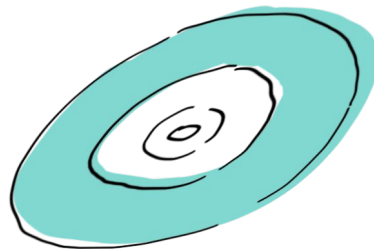
HABIT

WE TALK ABOUT
MISTAKES



TINY RIPPLE

TO LEARN FROM
FAILURE



BIG RIPPLE

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IN THE CHAT:

WRITE DOWN THE LAST TIME YOU MADE A MISTAKE AS A LEADER. HOW COULD YOU HAVE SHARED THAT MISTAKE TO ENCOURAGE LEARNING ON YOUR TEAM?

HOW?

1. Frame the work as a **learning problem**

"We've never been here before; we can't know what will happen; we've got to have everybody's brains and voices in the game."

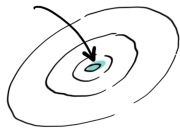
2. **Acknowledge** your own fallibility

"I may miss something, I need to hear from you."

3. **Model curiosity**

"Every time we withhold, we rob ourselves and our colleagues of small moments of learning."

WHAT IS ONE
HABIT YOU WANT TO START TO
ENCOURAGE LEARNING ON YOUR TEAM?

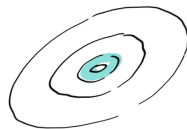


SMALL HABIT

I'LL START BY...

COMMIT TO BABBEL
5 MIN EACH DAY

COMMIT TO FAMILY
DINNER EACH NIGHT

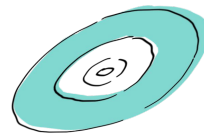


HYPOTHESIS

SO I NEED TO...

IMPROVE MY
VOCABULARY

SPEND MORE HOURS
EACH WEEK WITH FAMILY

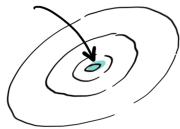


GOAL

MY GOAL IS TO...

I WANT TO LEARN
PROFESSIONAL SPANISH

I WANT MORE
FAMILY TIME

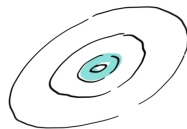


SMALL HABIT

I'LL START BY...

HABIT

I'LL START BY ____

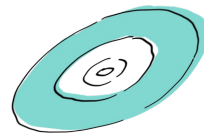


HYPOTHESIS

SO I NEED TO...

HYPOTHESIS

SO I NEED TO ____



GOAL

MY GOAL IS TO...

GOAL

MY GOAL IS TO ____

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#TEAMHABITS

CHECK OUT:

ONE IDEA OR ACTION YOU'RE TAKING FROM THIS WEBINAR