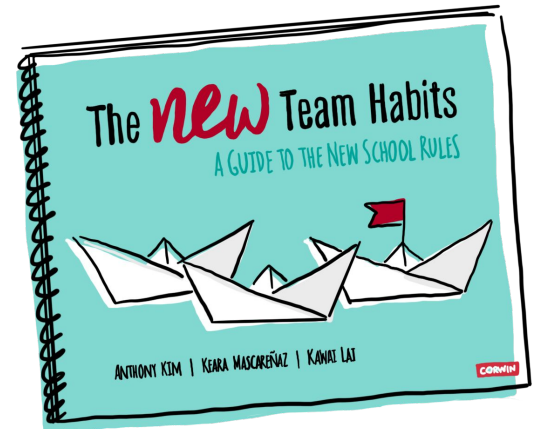
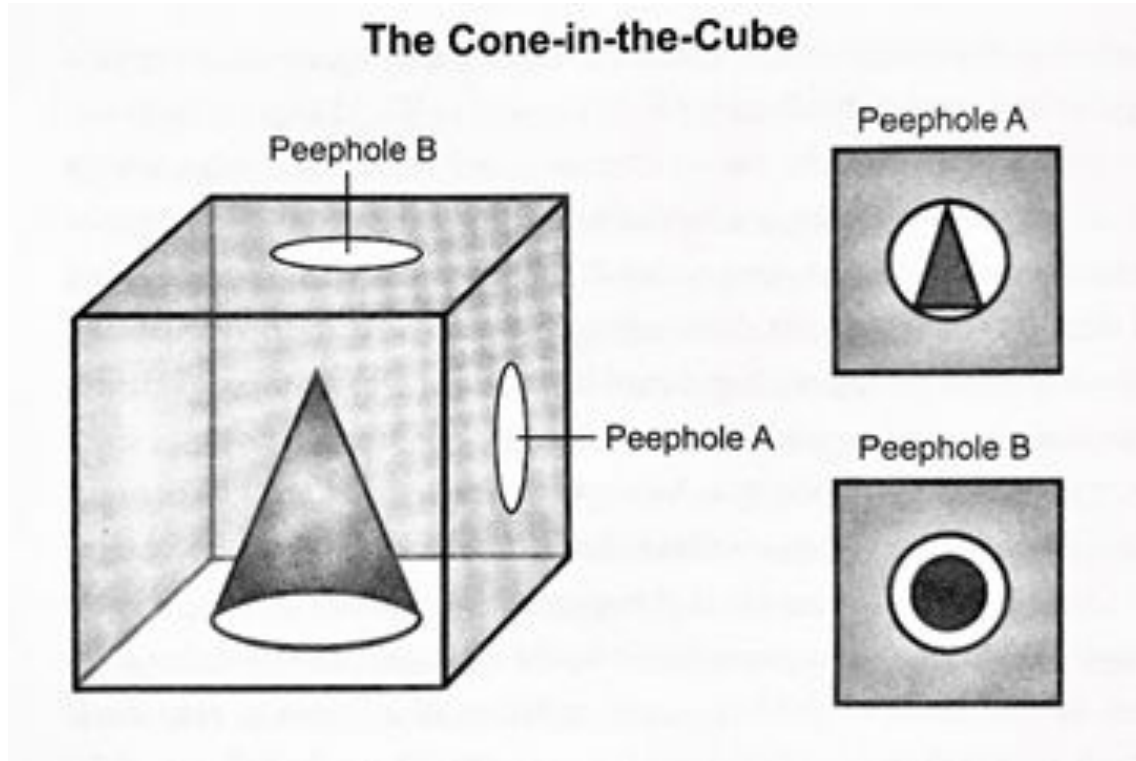


# BREAKOUT: REFLECTING ON RETURN PLANNING

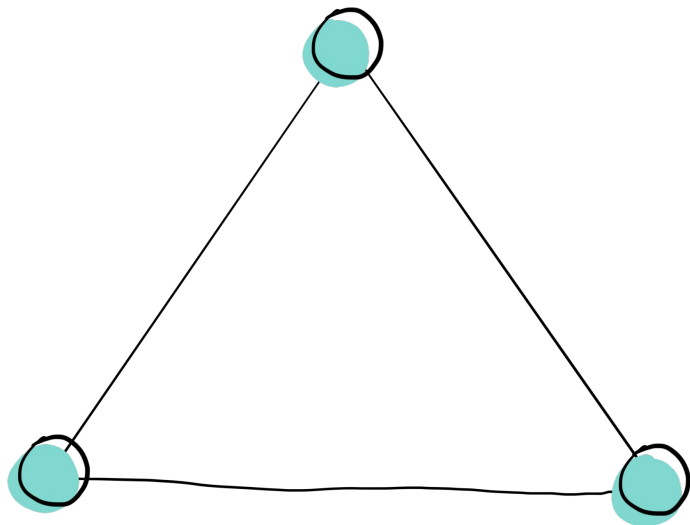


# SPARK: That thing about perspective



REFLECTING ON PERSPECTIVE, WHAT MIGHT YOUR  
STAKEHOLDERS HAVE PERCEIVED AS MISTAKES  
WHEN IT CAME TO YOUR RETURN PLANS?

# PRACTICE: Triad Share



**1 MIN:** #1 shares  
#2 + #3 listen only

**3 MIN:** #1 turns + takes notes  
#2 + #3 share feedback

**1 MIN:** #1 turns + shares aha's  
#2 + #3 listen only

# SPARK: Planning for Change, Not Perfection

Why this is hard:

- Planning is often a way to cope with uncertainty
- Tendency to mix planning with control

## Plan and Control

Develop the plan, gain support for it, then execute it

The plan is driven by past behaviors and information

Build plans that are extremely detailed and as close to perfect as possible

Stick to the plan in order to measure the success of the plan

## Plan and Iterate

Develop the plan, execute it, then rework or redesign it based on feedback

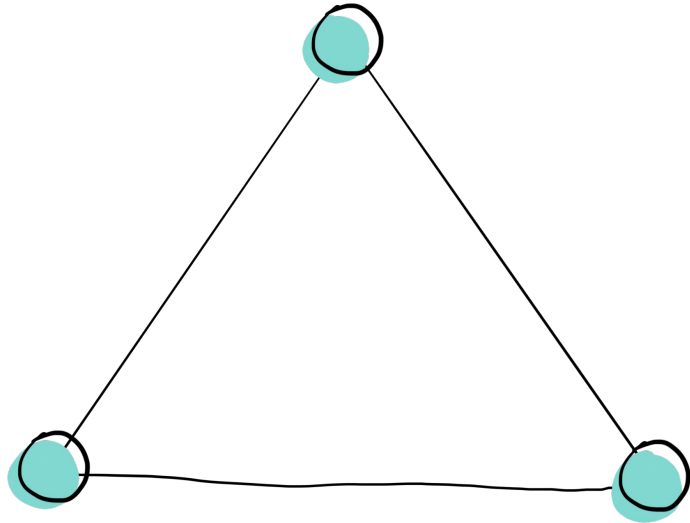
The plan is driven by real-time observations and data

Build plans that are good enough for now, recognizing that more information and learning are to come

Adapt the plan to support purpose in order to measure the success of the plan

WHAT PART OF YOUR RETURN PLAN COULD BE  
REWORKED OR RE-DESIGNED BASED ON  
FEEDBACK?

# PRACTICE: Triad Share



**1 MIN:** #1 shares  
#2 + #3 listen only

**3 MIN:** #1 turns + takes notes  
#2 + #3 share feedback

**1 MIN:** #1 turns + shares aha's  
#2 + #3 listen only

WHAT LEARNING HABIT DID WE PRACTICE  
TODAY THAT YOU'D LIKE TO TRY WITH  
YOUR TEAM?



# TAKE ME BACK TO THE AGENDA

Tweet 1 New Idea  
@edelements  
#NewTeamHabits

## The *new* Team Habits

Responsive Leadership and Team Habits for Return to School

VIRTUAL LEADERSHIP INSTITUTE | SEPTEMBER 14-15, 2020

### DAY 1: SEPTEMBER 14

9:00-9:15	OPENING OBJECTIVES + AGENDA + SLIDES CONNECTION BEFORE CONTENT
9:15-10:00	INTRO TO "SEPAD" HABITS VS GOALS
10:00-10:20	MEETING HABIT <ul style="list-style-type: none"><li>• <a href="#">CHECK-IN QUESTIONS</a></li></ul>
10:20-11:00	LEADERSHIP CONNECTION: WHY THIS MATTERS NOW <ul style="list-style-type: none"><li>• BREAKOUT 1: <a href="#">PSYCHOLOGICAL SAFETY + TEAMS</a></li><li>• BREAKOUT 2: <a href="#">TRAUMA-INFORMED LEADERSHIP</a></li></ul>
11:00-1:00	BREAK - ENJOY LUNCH AND DO WHAT YOU NEED!
1:00-1:10	CONNECTION BEFORE CONTENT
1:10-2:00	LEARNING HABIT
2:00-2:45	LEADERSHIP CONNECTION: TEAM RETROSPECTIVES <ul style="list-style-type: none"><li>• BREAKOUT 1: REFLECT ON MISTAKES</li><li>• BREAKOUT 2: REFLECT ON RETURN</li></ul>
2:45-3:00	CLOSING + FEEDBACK: ROSE, BUD THORN