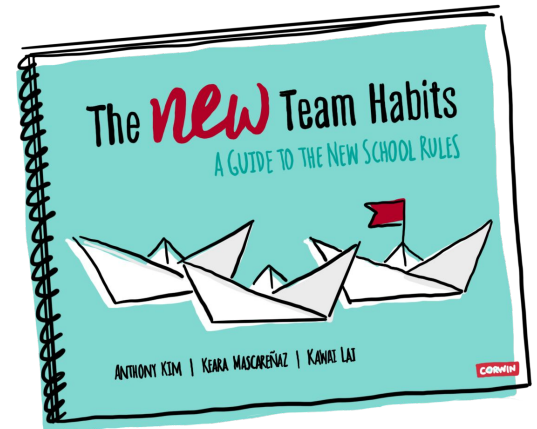


BREAKOUT: THE POWER OF REFLECTIONS ON LEARNING

bit.ly/PowerofReflections



CHECK IN: WHEN YOU THINK OF A RETROSPECTIVE, WHAT COMES TO MIND?

"I've never done a retrospective before."

"What is a retrospective?
Feels like a waste of time."

"I can't imagine life without it. How would I learn and do better next time?"

A retrospective is a meeting held by a team at the end of a project or process to discuss success and failure and future improvements.

RETROSPECTIVE

LEARNING HABIT - - - - 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."

COMMON CHALLENGES TO REFLECTING

Time and Frequency

- When is the right time to host a retrospective?
- How can we build habits on our internal/external teams to make this happen?

Meaningful Reflection

- How can we create space for deeper personal and team reflection?
- How can we move beyond “this is one thing I would adjust at this workshop” conversations?

How

- Take more time to read and explore resources
- What are lessons learned from retrospectives you’ve hosted or attended?

THE BASICS OF A RETROSPECTIVE

What We Did Well - 15 min.

Using either a digital whiteboard or a physical one, have each team member write down what the team did well, one idea per note. Post the notes, and group similar or duplicate ideas together. Discuss each one briefly as a team.



What We Can Do Better - 10 min.

Have everyone write down what they think can be improved, one idea per note. Post the notes, and group similar or duplicate ideas together. Discuss each theme as a team.



Actions - 10 min.

Have everyone brainstorm actions that can be taken to improve problem areas, one idea per note.

Post the notes and group similar or duplicate ideas. Discuss each idea as a team, and assign owners to these actions and due dates as necessary.



EXPLORE A FEW IDEAS AND COME BACK WITH 1 TO TRY WITH YOUR TEAM

Pick a Resource

**Ideas for fun
retrospectives**

**Liberating Structures
+ Retrospectives**

**3 ways to run a
productive
retrospective**

**How to Run a
Retrospective**



COMMUNICATE YOUR IDEA...2 MINS OR LESS



I have been
feeling...



How have you been
feeling as a leader
during these
uncertain times?

And I learned...



A BIG Takeaway from
today's session.

So now I will...



What is something you
are excited about trying
with your team?

And to help, I
will use...



A strategy or resource
from today's session.

CAPTURE NEW IDEAS



The *new*
Team Habits

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">CHECK IN QUESTIONS
10:20-11:00	LEADERSHIP CONNECTION: WHY THIS MATTERS NOW <ul style="list-style-type: none">BREAKOUT 1: PSYCHOLOGICAL SAFETY + TEAMSBREAKOUT 2: TRAUMA-INFORMED LEADERSHIP
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">BREAKOUT 1: REFLECT ON MISTAKESBREAKOUT 2: REFLECT ON RETURN
2:45-3:00	CLOSING + FEEDBACK: ROSE, BUD THORN