



Sample Session: Challenging the Status Quo

Type:	Workshop
Style:	onsite
Duration:	2 days
No. of participants:	8-14 (either one team or a mixed group)

Agenda includes:

Check-ins
Rules of Engagement
Getting to Know
Challenge & Clarify: What Do We Have Now?
Internal or External Speaker
Diverge: Creativity Technique: 30 Circles
Diverge & Reimagine: Ideation Techniques such as Brainwriting, 6-3-5,
S.C.A.M.P.E.R.
Converge: Prioritize & Define
Design & Plan
Recap & Now What?
Check-outs

Participants will receive a PDF package with any relevant material & photos as documentation.

The following pages show the more detailed session plan.

Two quotes to remember:

One, 'A plan that cannot be changed is bad.' ~ Publilius Syrus

Two, 'Plans are nothing, planning is everything.' ~ Dwight D. Eisenhower

Sample Session_Challenging Status Quo



2 days

F2F

Approx. 10 Pax.

Sample Session_Challenging Status Quo - Day 1

TIME	NAME	DESCRIPTION	ADDITIONAL INFO
00:00 0	Pre-Work / Come prepared to our session!	<p>Gather insights from your networks or literature, surveys or research on other companies, communities and their set-up. Share research and make yourself familiar with all documents/links shared.</p> <p>Note down 3 key insights you had and/or things that stood out to you (most important value-add).</p>	<p>Please note:</p> <p>This sample session does not include details on length & time for the individual parts.</p> <p>Also, any reference to the client or specific team has been deleted. The examples given below do not belong to the client but are examples to showcase.</p> <p>Objective:</p> <p>Participants already receive information upfront about the workshop.</p> <p>They start preparing and reflecting on the topic.</p> <p>Creating curiosity.</p>
00:00 0	Welcome & Agenda	<p>Welcome by Manager</p> <p>Agenda for the Day (Susanne): Overview & Breaks, Safety Instructions, How to navigate the space</p> <p>Challenge for both days:</p> <p>Each one will get 3 cards to be used throughout the 2 days:</p> <ul style="list-style-type: none"> • 1 question card for a deep dive • 1 activity card to get us moving • 1 pause button card to have the whole group pause and sit in silence for 1 minute <p>Requirements: All items need to be used up before the end of Day 2. What do we commit to if we don't use them all up?</p>	<p>Objective:</p> <p>Feeling of an appreciated and warm Welcome</p> <p>Clarity on how best to manoeuvre through space & time.</p> <p>Understand that this is part 1 of a longer journey to embed a new status quo and that follow-ups will be key.</p> <p>Material for workshop:</p> <ul style="list-style-type: none"> • Sticky notes • Sharpies • Flipchart paper • Whiteboards • 3 Cards per person • Objects
00:00 0	Rules of Engagement	<p>How do we want to work together? What is important to us?</p> <p>Let's create our rules of engagement for these two days.</p> <p>Example: Be back in time.</p> <p>Introduce:</p> <ul style="list-style-type: none"> • Parking Lot • Ta-da wall (what we have done well or what has worked well for us) 	<p>Objective:</p> <p>Alignment on ways of collaborating.</p> <p>Creating safe space.</p> <p>Have common understanding of what we want to see as behavior and what we would call out if being breached.</p>
00:00 0	Check-in & Getting to know	<p>Magic Box:</p> <p>Ask the participants to just pick one object (not thinking too much about what to pick) out of the "magic box".</p> <p>Share:</p> <ul style="list-style-type: none"> - who you are, and - why you've chosen the object, and - additionally what could be the connection between the object and the topic of the workshop? 	<p>Objective:</p> <p>Everyone's voice is in the room.</p> <p>We are getting to know each other.</p> <p>We turn on our creative modes.</p> <p>We already start to challenge each other.</p>

TIME	NAME	DESCRIPTION	ADDITIONAL INFO
		<p>In addition: Choose a second object for your neighbour. Hand them the chosen object and ask them a fun question on it such as:</p> <ul style="list-style-type: none"> • why they rescued this object from the fire, • what it has to do with their childhood, • what the link is to this group, • how this object would help them be successful • what the object has to do with their home country, • with their first job, • why they would need this on a deserted island • etc. 	
00:00 0	Status quo - What do we have now / Challenge & Clarify	<p>What are our current</p> <ul style="list-style-type: none"> • strengths • weaknesses • opportunities • threats <p>Self-reflect first on all areas / Think & Write.</p> <p>Walk through one by one and add post-its.</p> <p>Cluster.</p> <p>Think out loud what you see.</p>	<p>Objective:</p> <p>Get an understanding from everyone what they see as a current situation and what they want to pay attention to going forward.</p> <p>Create clarity.</p> <p>Receive input from everyone.</p>
00:00 0	Break		
00:00 0	Internal Speaker / External speaker	incl. Q&A	<p>Objective:</p> <p>Reive further insights and inspiration on the topic.</p> <p>Get food for thought for their own challenges</p>
00:00 0	Debrief after Speaker	<p>What has inspired us?</p> <p>What do we wonder about?</p> <p>Self-reflection: write on sticky notes.</p> <p>Put up on board. Cluster</p> <p>Share & discuss</p>	<p>Objective:</p> <p>Reflect as a group on the things that are noteworthy.</p> <p>Agree on important topics from the talk for further consideration.</p> <p>Shared understanding</p>
00:00 0	Lunch		
00:00 0	Energizer	<p>30 circles</p> <p>Step 1: Give each participant one 30 Circles sheet of paper and something to draw with.</p> <p>Step 2: Turn as many of the blank circles as possible into recognizable objects in three minutes (think clock faces, billiard balls, etc.)</p> <p>Step 3: Compare results.</p> <p>Look for the quantity or fluency of ideas. How many people filled in ten, fifteen, twenty or more circles? (Typically most people don't finish.)</p> <p>Next, look for diversity or flexibility in ideas. See if the ideas are derivative (a basketball, a baseball, a volleyball) or distinct (a planet, a cookie, a happy face).</p> <p>Did anyone "break the rules" and combine circles (a snowman or a traffic light)? Were the rules explicit, or just assumed? Look for originality of the ideas.</p>	<p>Objective:</p> <p>Get participants' energy back up after lunch.</p> <p>Introduce them in a fun and simple way to Ideation.</p>
00:00 0	Reimagine using Pre-Work	<p>In groups of 4:</p> <p>Each member to share their top 3 insights of your own research or things you have noticed when preparing for our workshop. Why should we take note of these? Why and how are they important for us?</p>	<p>Objective:</p> <p>Link from Pre-work into workshop.</p> <p>Sharing the value adds each participant considered as the most important.</p> <p>Open up room for conversation.</p>

TIME	NAME	DESCRIPTION	ADDITIONAL INFO
		As a group, agree on the top 5 things to bring back to the whole group.	Provide food for thought for next steps.
		Share back & discuss.	
00:00 0	Reimagine using Ideation Techniques	Align the challenge so it is clear for everyone what you are challenging. Worst ideas: 1. Come up with as many bad ideas as we can. 2. List all the properties of those terrible ideas. 3. List what makes the worst of these so very bad. 4. Search for the opposite of the worst attribute. 5. Consider substituting something else in for the worst attribute. 6. Mix and match various awful ideas to see what happens. Brainwriting 635: 1. Keep the "How Might We" question or problem statement visible for all participants. All participants receive a sheet with the provided template. 2. Each participant passes the sheet of paper to his or her left neighbour, and each team member generates the next 3 ideas inspired by the previous ideas on the paper. 3. Participants have minutes to write 3 ideas in the top 3 squares of the provided template to solve the selected problem. 4. Repeat step 3 until every participant has written in all the sheets of paper. 5. Review all generated ideas and cluster them. 6. Vote for the best to work on further.	Objective: Diverge Thinking by ideating and coming up with many ideas. Focus is not on Quality but on Quantity Help participant understand their power of creating and ideating by using simple techniques.
00:00 0	Break		
00:00 0	Reimagine by Narrowing Down	Share ideas in group(s). Vote for most interesting ones.	Objective: Shared understanding of ideating process. Align on the ideas that appeal most right now. Create enough material and understanding to let ideas marinate over night.
00:00 0	Check-out	Rose: What was beautiful, What worked well? Bud: What has the potential to flourish? Thorn: What did we not like, what did get in our way? Think & write. Add & cluster Think out loud.	Objective: Create a bridge for Day 2 Get feedback on how they liked Day 1 in case we need and want to pivot. Create clarity on what to focus on and improve next.

00:00

TOTAL LENGTH: 0m

Sample Session_Challenging Status Quo - Day 2



TIME	NAME	DESCRIPTION	ADDITIONAL INFO
00:00 0	Welcome back & Agenda	<p>Refocus on our tasks and day ahead</p> <p>Reiterate agenda</p> <p>Reminder of unused cards (question, activity, silence)</p>	<p>Objective:</p> <p>Create focus for Day ahead.</p>
00:00 0	Check-in	<p>What has been one highlight from yesterday that you want to bring in the room?</p>	<p>Objective:</p> <p>Everyone's voice is in the room.</p> <p>We tap into our emotional brain (elephant) instead of our rational brain (rider).</p> <p>We get into a positive mindset and positive thinking.</p> <p>We bridge back to Day 1.</p>
00:00 0	Walking the Walls (Bridge back to Day 1)	<p>We have finished with ideation and going wild with ideas.</p> <p>Take some time to walk across the ideas, do so in pairs.</p> <p>Point out to each other what you notice - think out loud.</p> <p>Take a !Yes and! approach.</p> <p>Role model first.</p> <p>in pairs.</p> <p>Share back in plenary: What's on your mind right now?</p> <p>15'</p>	<p>Objective:</p> <p>Raise awareness on what has marinated over night.</p> <p>Bring back topics, ideas, and challenging views into the room.</p> <p>Increase focus on the tasks ahead.</p>
00:00 0	Design Part 1 / Create	<p>Break into small groups on most appealing ideas (either from voting session last night or as a result from this mornings conversation).</p> <p>How can you turn these ideas into a next feasible step?</p> <p>What would you need?</p> <p>How could the new status quo look like?</p> <p>Who do you need?</p> <p>How can you approach it?</p>	<p>Objective:</p> <p>Converge ideas.</p> <p>Prototype and outline first ideas.</p>
00:00 0	Break		
00:00 0	Challenge Round	<p>Each group to briefly share their outline.</p> <p>The group who is listening: Ask questions only.</p> <p>Questions are not to be answered but written down for further exploration and food for thought..</p>	<p>Objective:</p> <p>Updating each other on their work so far.</p> <p>Receiving questions as food for thought.</p> <p>Being challenged in a solution-driven way.</p>
00:00 0	Design Part 2 / Create	<p>Continue on creation.</p> <p>Take questions into consideration.</p>	<p>Objective, see above:</p> <p>Converge ideas.</p> <p>Prototype and outline first ideas.</p> <p>Go deeper based on questions received.</p>
00:00 0	Lunch		
00:00 0	Brief Energizer	<p>Rock, Paper, Scissors Tournament</p>	<p>Objective:</p> <p>Bring energies back up.</p> <p>Run energizer that has an activity part to it as other parts this morning were heavy on the thinking part.</p>
00:00 0	Share back / Review & Reflect	<p>Each group shares their outline</p> <p>Make use of Six hats and roles to challenge further</p> <p>Discuss, take notes</p>	<p>Objective:</p> <p>Shared understanding of progress and evolvment.</p> <p>Being challenged in a solution-driven way by having one of the six hats on with specific roles.</p>
00:00 0	Break		
00:00 0	Fine-tune in small groups / Review	<p>Finalize, revisit, make it "presentable"</p>	<p>Objective:</p> <p>Create clarity on next steps and accountability.</p>

TIME	NAME	DESCRIPTION	ADDITIONAL INFO
00:00 0	Now what?	<p>What happens now?</p> <p>What is still open?</p> <p>How many of the 3 cards are still unused?</p> <p>How will we follow-up on previous agreements from Day 1?</p>	<p>Objective:</p> <p>Everyone is on the same page with regards to next steps.</p> <p>Everyone can add their name to become accountability and to take on responsibility for a topic.</p>
00:00 0	Check-out	<p>A gift for myself.</p> <p>A gift for my team.</p> <p>A gift for this group.</p>	<p>Objective:</p> <p>Create sense of closure.</p> <p>Get insights again on the emotional part of the brain (elephant) versus the rational (rider).</p> <p>Get feedback on how they liked the session and what to focus on and improve next.</p> <p>Shared understanding of how they will make use of their learnings for themselves, and for their teams.</p>
00:00 0	Post-Work / Bridge to next session	<p>Send documentation to participants.</p> <p>Align on debriefing call with leader.</p> <p>Depending on next steps and time for next session: Follow-up with exercise, article, podcast, video</p>	<p>Objective:</p> <p>Alignment with leader on next steps and any other needs.</p> <p>Bridge to next session so that this is not a stand-alone.</p> <p>Create clarity on accountability for team and each member.</p>

00:00

TOTAL LENGTH: 0m