April 2021

Adopting an Experimental Mindset

Six core elements to adopt

table

How big can a single letter change really be?

COO -> CEO

Mindset approach

Day 1: Unpack

Day 2: Unplug

Day 3: Uncover

Day 4: Unlearn

Day 5: Unwind / Unlock

walkshop

Six things to take from this talk

1. Get in the **right mindset** (aka Busy is the new stupid)

Pro Tip from Mark: Clockwise

How do you show up as CEO?

Make space for inclusive conversations

YOU ARE THE

Parking lot attendant

Capture important thoughts that are off topic or not on the agenda. Later you will review, assign, and schedule a time to discuss offline before ending the meeting.
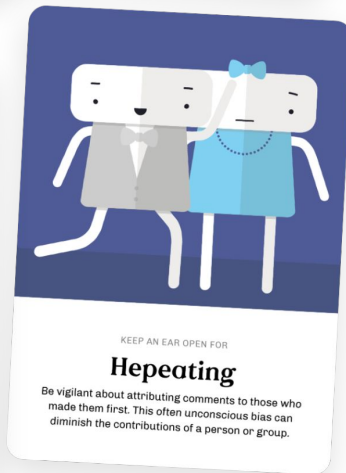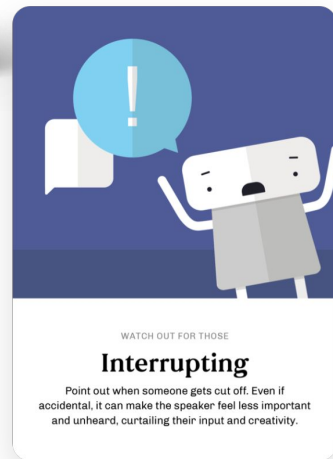
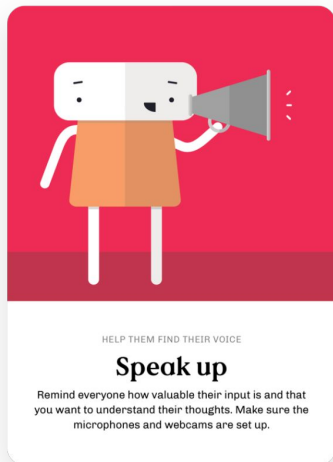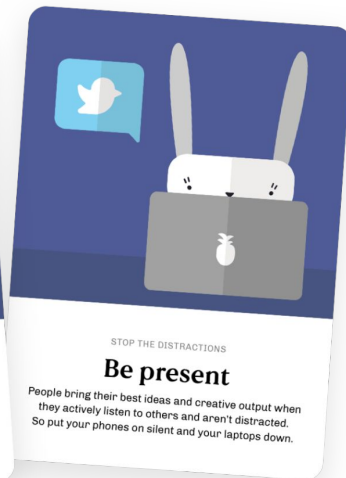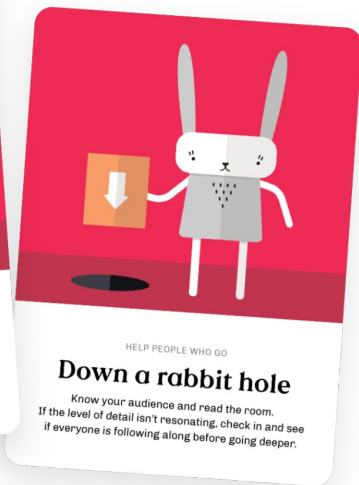YOU ARE THE

Devil's advocate

Start by listening to the speaker's ideas. When being the devil's advocate, it helps to find some parts that you agree with (even if only their objective).
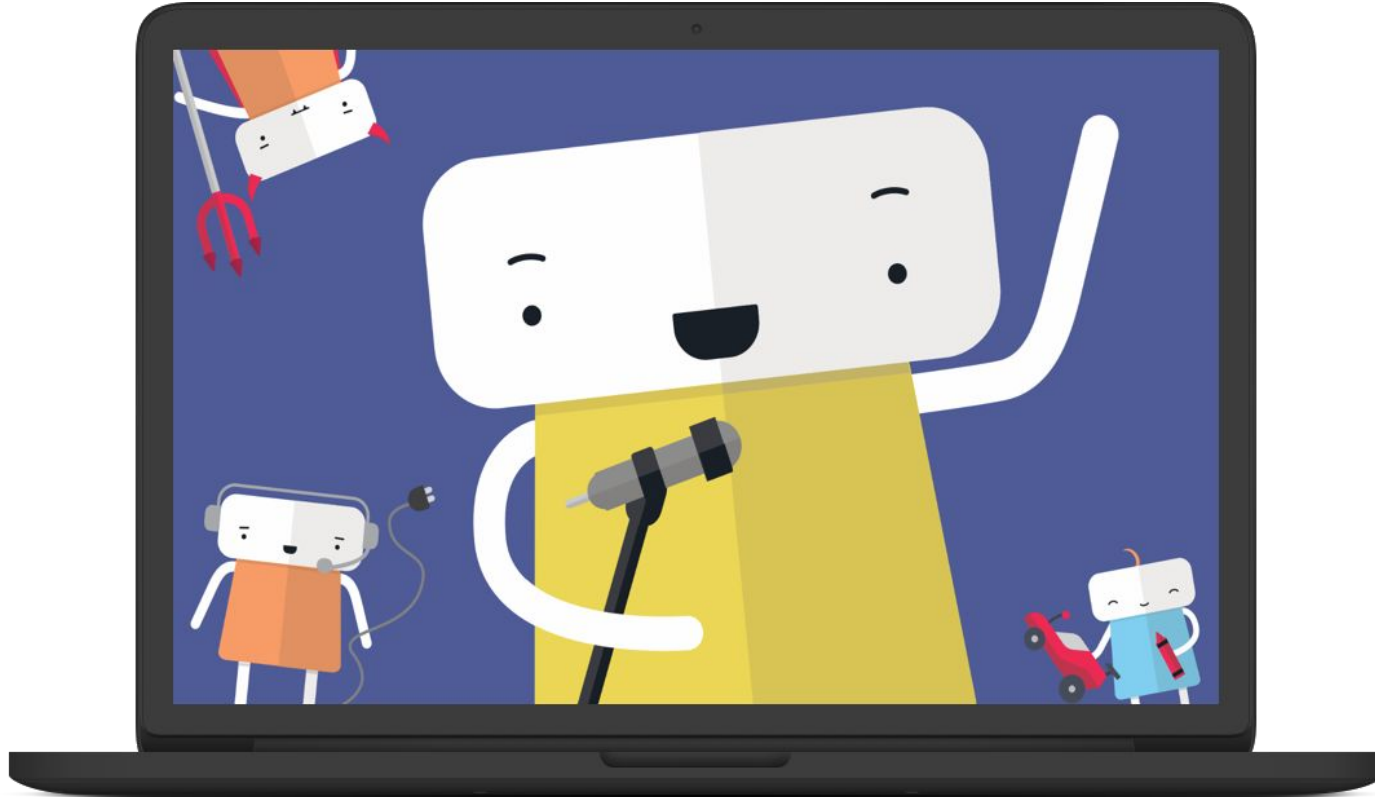
YOU ARE THE

Angel's advocate

Encourage creative output by actively listening to what is said and build upon ideas to create something utterly original. Start with "Yes, And…"

KNOW WHEN TO STOP
Beating a dead horse
Before repeating for emphasis, say it just once and let others jump in so they can build on the idea and expand it. Let folks know you want their input!

HELP PEOPLE WHO GO
Down a rabbit hole
Know your audience and read the room. If the level of detail isn't resonating, check in and see if everyone is following along before going deeper.

HELP THEM FIND THEIR VOICE
Speak up
Remind everyone how valuable their input is and that you want to understand their thoughts. Make sure the microphones and webcams are set up.

WATCH OUT FOR THOSE WHO ARE
Off on a tangent
Make sure the meeting agenda, topic, and objectives are set early and made visible during the meeting. Gently guide people back when they wander off topic.

YOU ARE THE
Meeting host
Before sharing your idea and solution, first acknowledge that a task or decision could be difficult and ask others for inputs and suggestions.

Inclusion Meeting Cards

Meetings done right

ONE CONVERSATION AT A TIME
Too much side chatter
Reinforce that you want everyone to hear the input on a topic. Ideas shared on the side can't benefit the entire group. So only one thread at a time!

STOP THE DISTRACTIONS
Be present
People bring their best ideas and creative output when they actively listen to others and aren't distracted. So put your phones on silent and your laptops down.

WATCH OUT FOR THOSE
Interrupting
Point out when someone gets cut off. Even if accidental, it can make the speaker feel less important and unheard, curtailing their input and creativity.

KEEP AN EAR OPEN FOR
Hepeating
Be vigilant about attributing comments to those who made them first. This often unconscious bias can diminish the contributions of a person or group.

Pro Tip from Mark: Intentional zoom backgrounds

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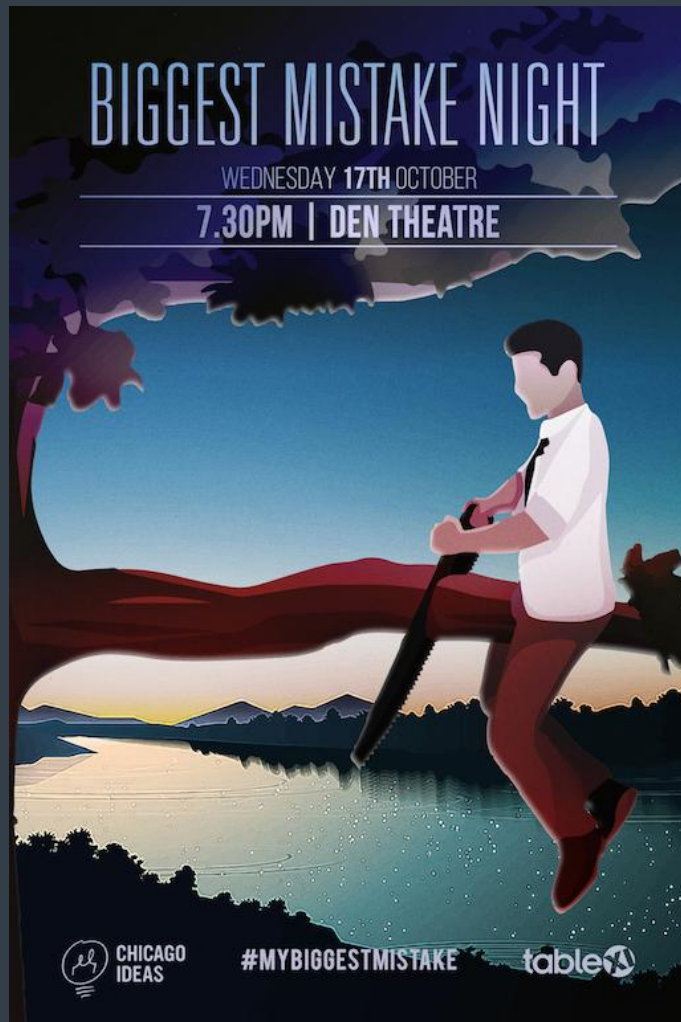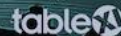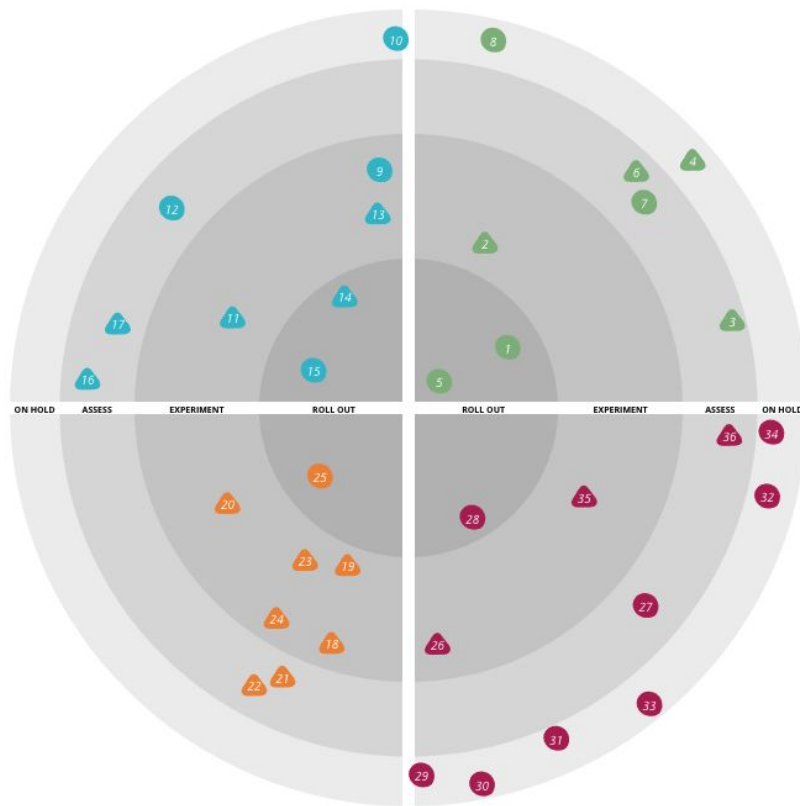
Six things to take from this talk

1. Get in the **right mindset** (aka Busy is the new stupid)
2. **Intentionally include** voices in conversations so all ideas, not just executive ones, are heard
3. Recognize and **celebrate failure**

Pro Tip from Mark:

Fail = **F**irst **A**ttempt **I**n **L**earning

Use "Yet"

Build a vocabulary for experimentation

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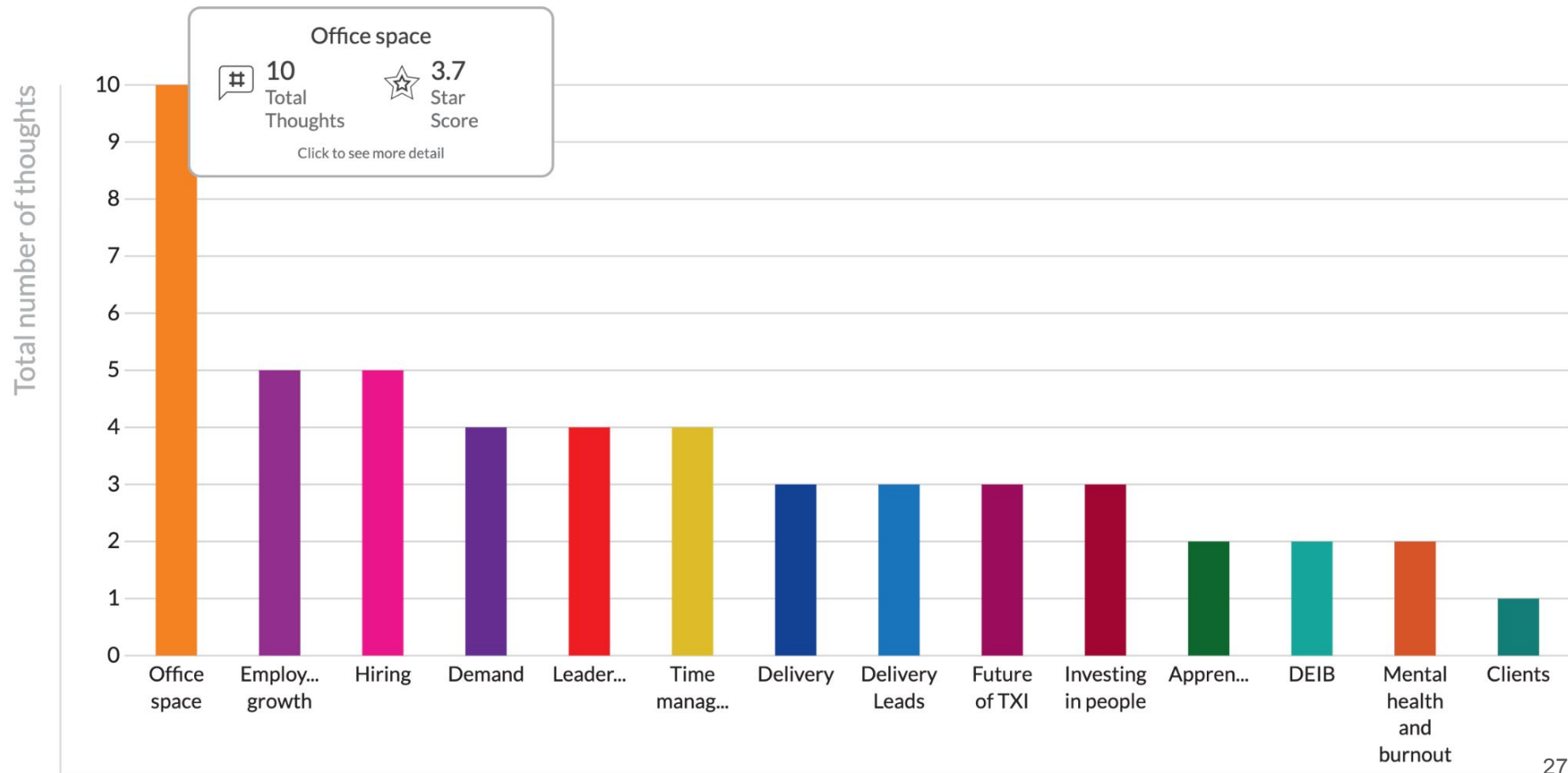4. **Build a framework** for experimentation

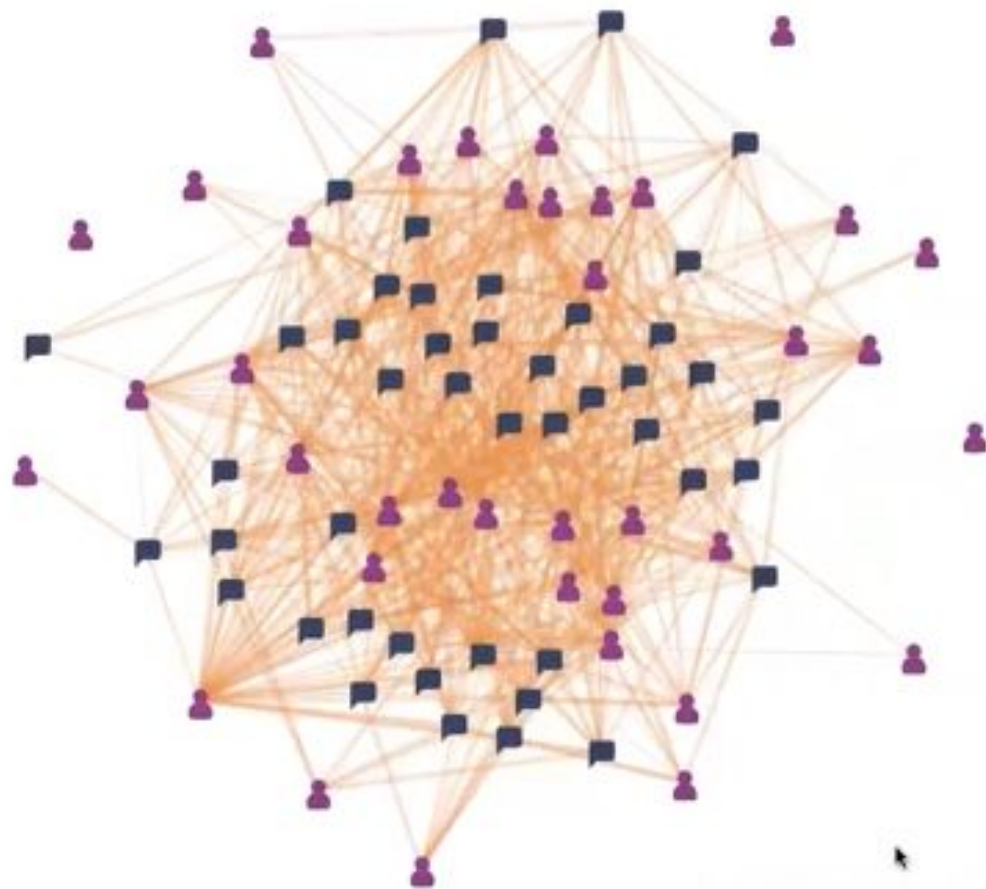# Create a forum for discussion

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3. Recognize and **celebrate failure**
4. **Build a framework** for experimentation
5. Create a **forum for discussion** and Q&A

Active Listening

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3. Recognize and **celebrate failure**
4. **Build a framework** for experimentation
5. Create a **forum for discussion** and Q&A
6. Find new ways to perform **active listening**

Six things to take from this talk

1. **R**ight **mindset** : Walkshop.io
2. **Inclusion Meetings:** Meetingsdoneright.co
3. Recognize and **celebrate failure**
4. **Build a framework:** thoughtworks.com/radar
5. Create a forum for d**iscussion** and Q&A
6. **Active listening**: Thoughtexchange.com

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