

Team Time:

Envisioning Success, Picturing Failure

PART 1:

Take 3 quiet minutes to jot notes on the following questions:

What will success look like?

How will the student experience change if you're successful?

Discuss as a group, using a “from/to” construct to synthesize

PART 2:

Take 3 quiet minutes to consider the following & jot notes:

Imagine that you look into the crystal ball and it shows you that two years from now your project is clearly a failure. It doesn't show you what happened, only that you failed. Make a list of possible explanations/reasons for the failure.

Everyone share ‘round-robin’ style one item on your list at a time until you’ve compiled and distilled a list. What does your list tell you about the likely risks to your project? Focusing on the items that you have some power to influence, what are the most likely challenges you’ll face?

Team Time Goals

- Ground conversation in the student experience you envision and want to create
- Engage in ‘prospective hindsight’ to orient yourselves to the real work of change leadership
- Set the table for action planning that is, from the very beginning, attending to both the technical and human dimensions of change entailed in your project.