



Deconstruct failures

Share learning

Increase innovation

FAILURE SHARING & TEAM DYNAMICS

LEARN FROM FAILURES TO INCREASE IDEATION AND INNOVATION

Every organisation has successes and failures. We have learned to celebrate successes with awards, recognition, rewards, and shout-outs; however, this has created a success culture where failures can feel embarrassing or demoralising, and therefore the benefits of sharing failures are difficult and often overlooked. It makes sense that we all want to put our best foot forward. It's just unrealistic. Failure is a part of life, and we should seek to learn from it, not stigmatise it.



PSYCHOLOGICALLY SAFE SPACE AND SHARING IS THE MISSING INGREDIENT FOR TEAM COHESION

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IN THIS TEAM WORKSHOP, WE...

- ▶ Learn the steps to creating a psychologically safe space for sharing
- ▶ Understand how to discuss failures without judgement or solution-oriented discussion
- ▶ Create reconstruction and re-framing fail tests to enhance decision-making

Shared learning increases the opportunity to learn. In the same way, we would use a 10-minute stand-up meeting to find synergies in projects; we can use a 10-minute failure-sharing meeting to uncover things that don't work and explore why, so we can ensure success the next time.

This way, we won't repeat the same mistakes, easily identify similar situations, and build our resilience to change, as well as gain fresh perspectives that allow us to go of perfectionism and gain gratitude and appreciation for ourselves and our teams.



TINYBOX | IT'S ABOUT STRATEGY, NOT TECHNOLOGY.

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