

## HOME GROUP EXERCISE: REFLECTION ON SAFE-FAIL EXPERIMENTS AND FRAMING OF SLC

Aim: to reflect on the learning from your safe-fail experiments since the last residential and to receive feedback from your peers to consider your own frames and possible biases in use.

Process:

- Split into triads. Each person ('client' ) talks to their peers ('consultants') about their experience of running their safe-fail experiment(s) since the last residential. (5 mins each)

Guiding questions

- *What was your intention in relation to your SLC?*
  - *What actually happened?*
  - *What struck you most- where did you get some movement, where did things get stuck? What helped, what got in the way?*
  - *How would you frame the challenge now?*
  - *What did you learn- about systems change, about systems leadership, about yourself?*
- Consultants listen in silence
  - Clients then 'turn their back' on their peer consultants and discuss their observations about the interpretations being made and any assumptions/frames or possible biases that are beginning to show up- around their SLC and the way they are approaching it (5 mins)
  - Client come back into the group and reflect on what they have heard, sharing any new perspectives or ideas that have opened up for them and any re-framing of their SLC from the feedback they have received (10 mins)
  - Be prepared to share this with your place team colleagues

3 x 20 mins each = 1 hour