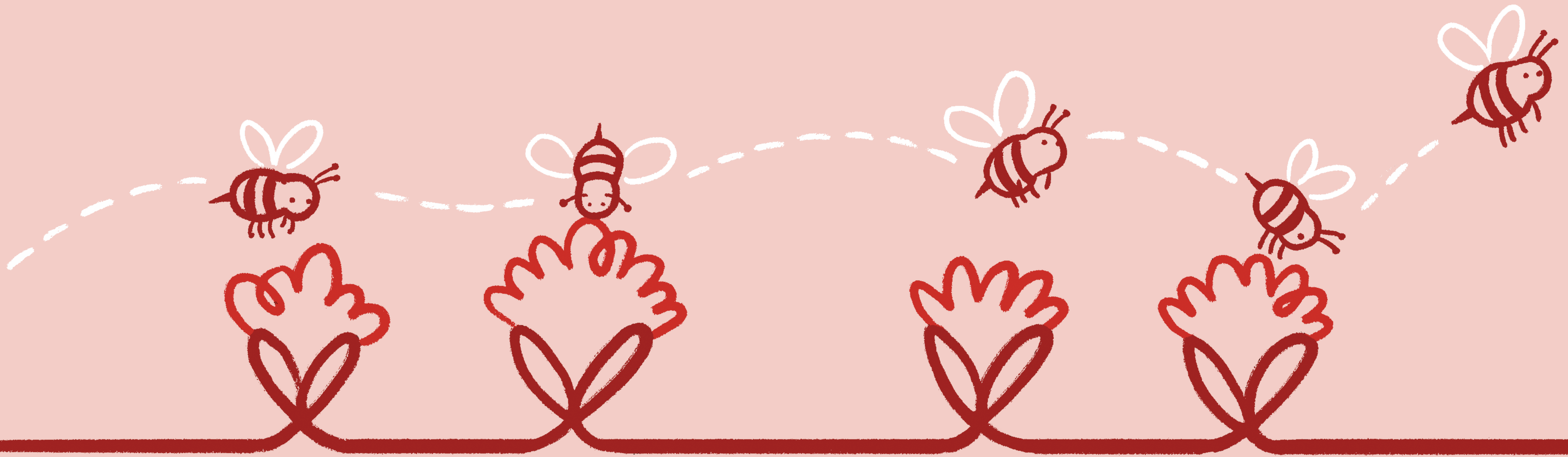


Sara Hicks & Mathias Meyer

Don't Drop the Baton!

Teams Who Communicate Well, Collaborate Well





Mathias Meyer

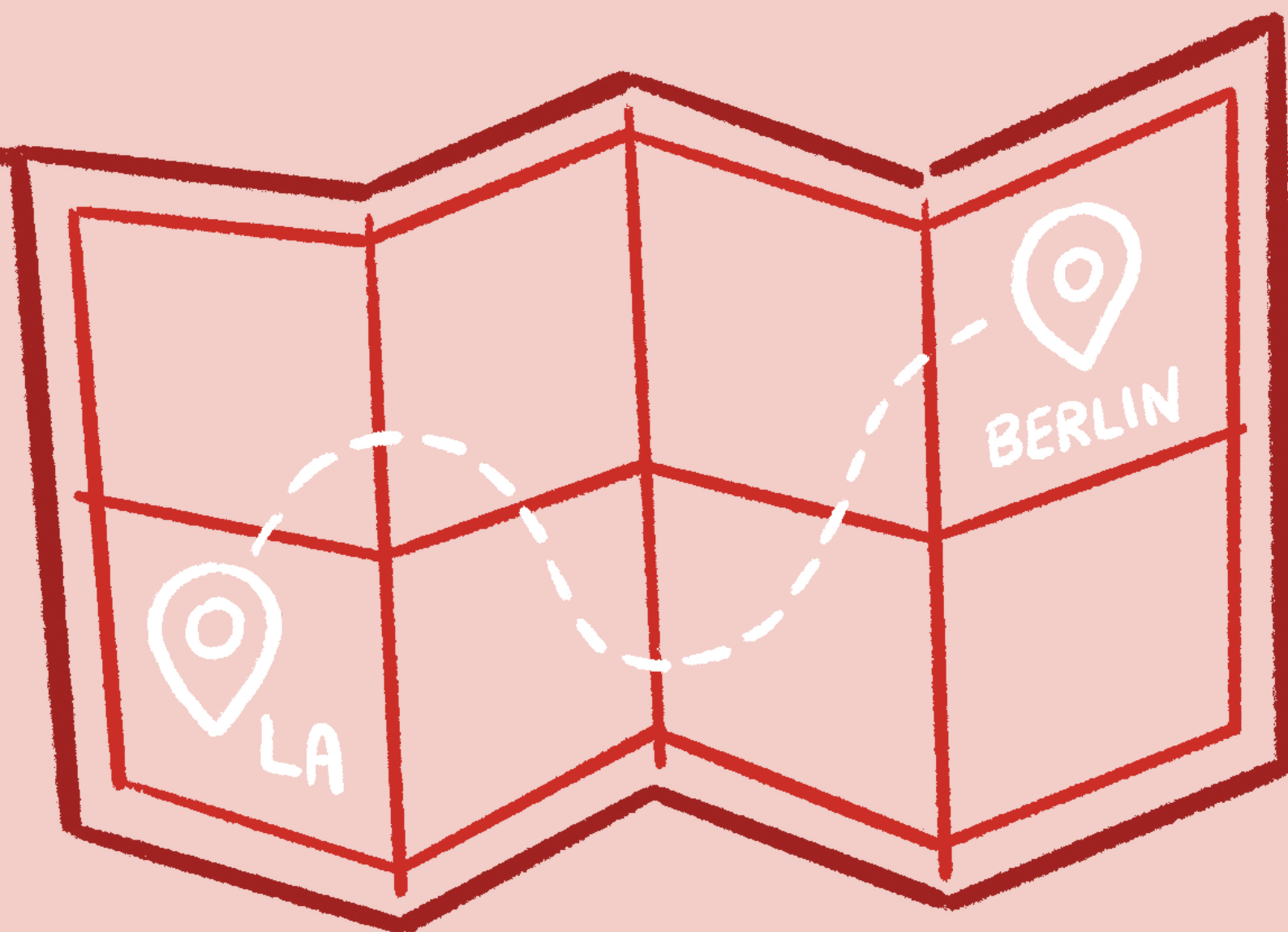


Sara Hicks



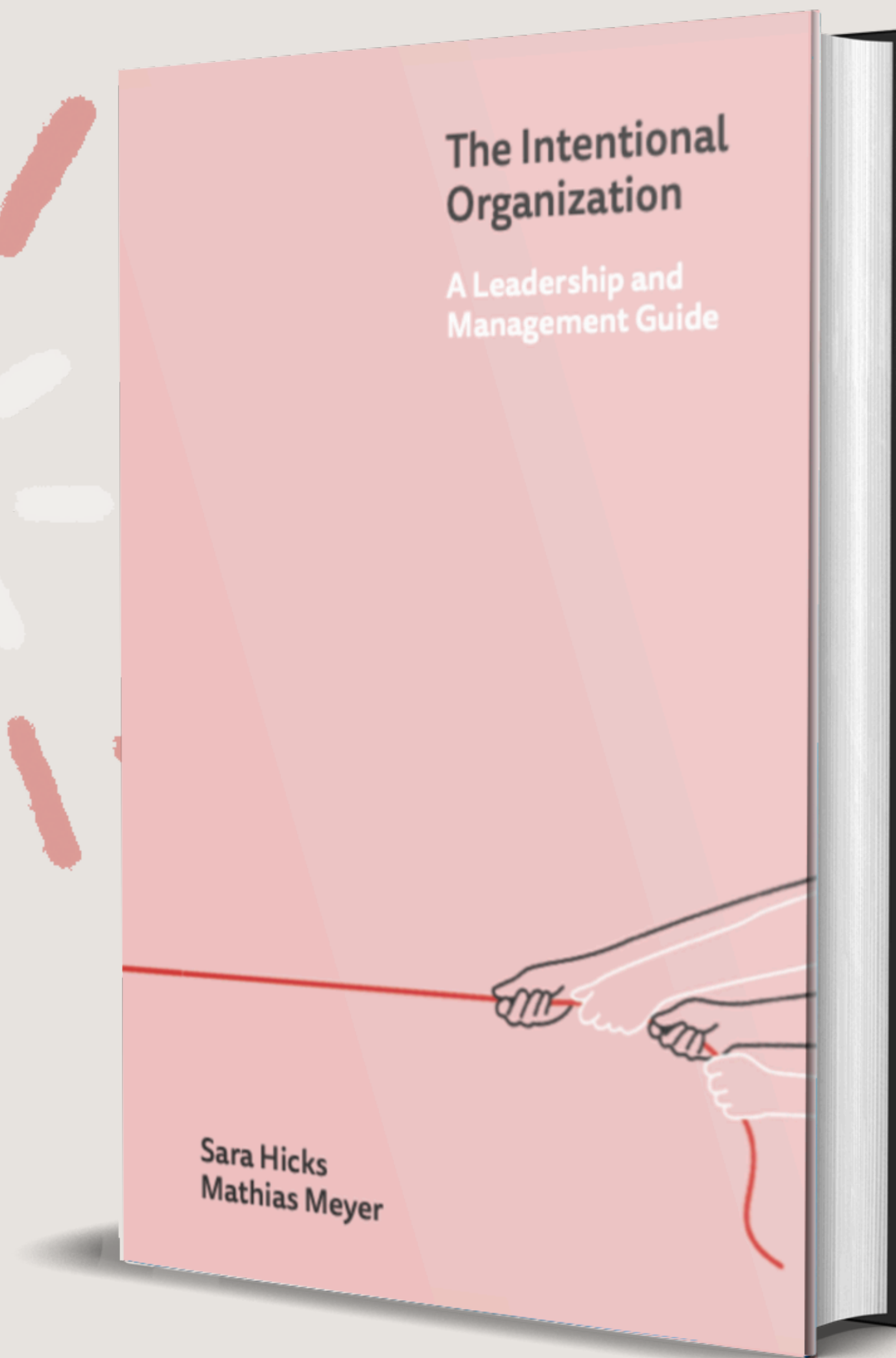
BERLIN
6385 KM

LOS ANGELES
2443 mi



Favorite? Favourite?

Favorite? Favourite?

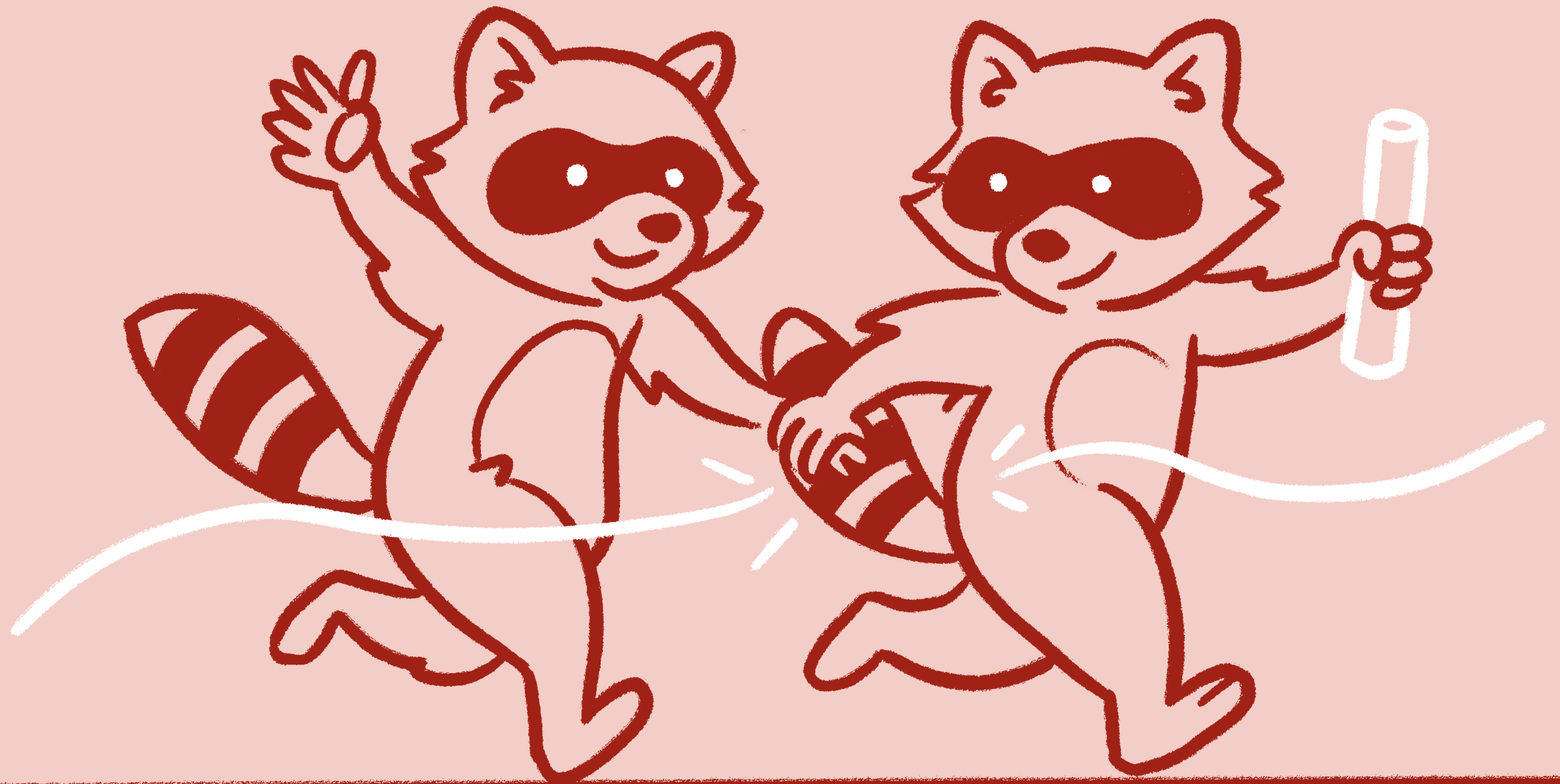


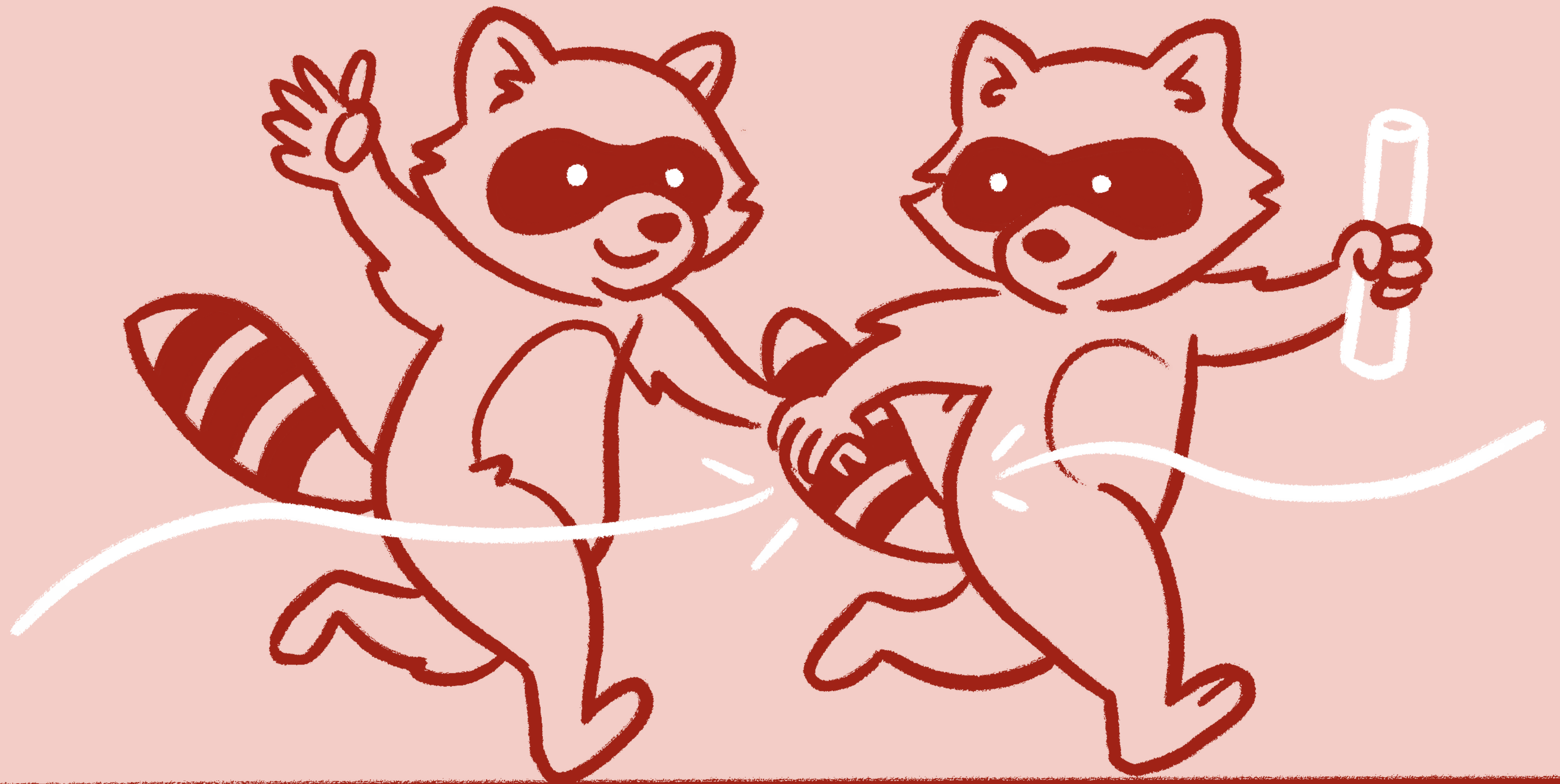












What do dropped batons look like?



What do dropped batons look like?

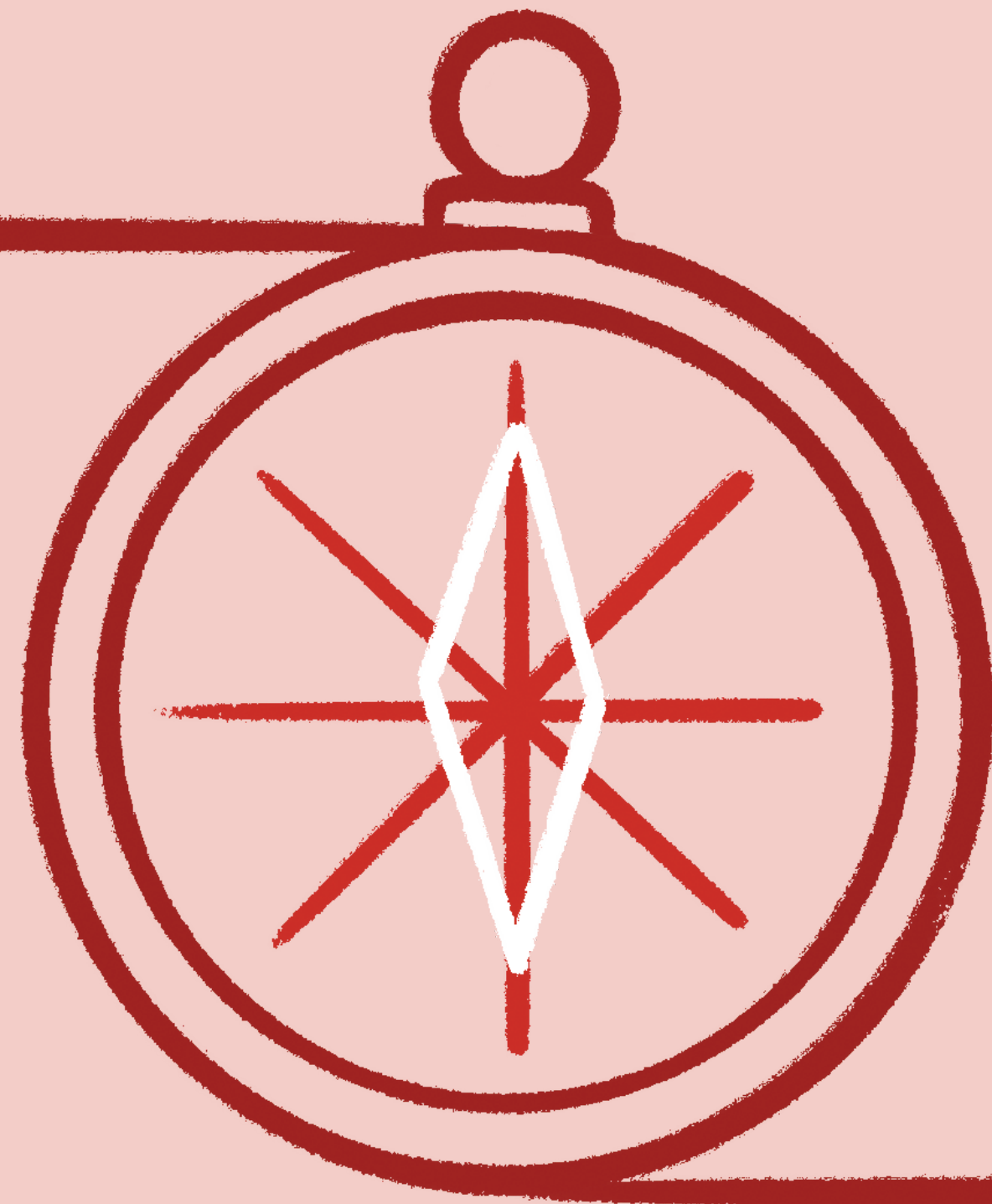
It's not clear where the organization is going.



The
Intentional
Organization

What do dropped batons look like?

It's not clear where the organization is going.



The
RAD
Framework



Reflect
Assess
Do

It's not clear where the organization is going.

Reflect: Where did we drop the baton?

We didn't provide a clear vision.



It's not clear where the organization is going.

Reflect: Where did we drop the baton?

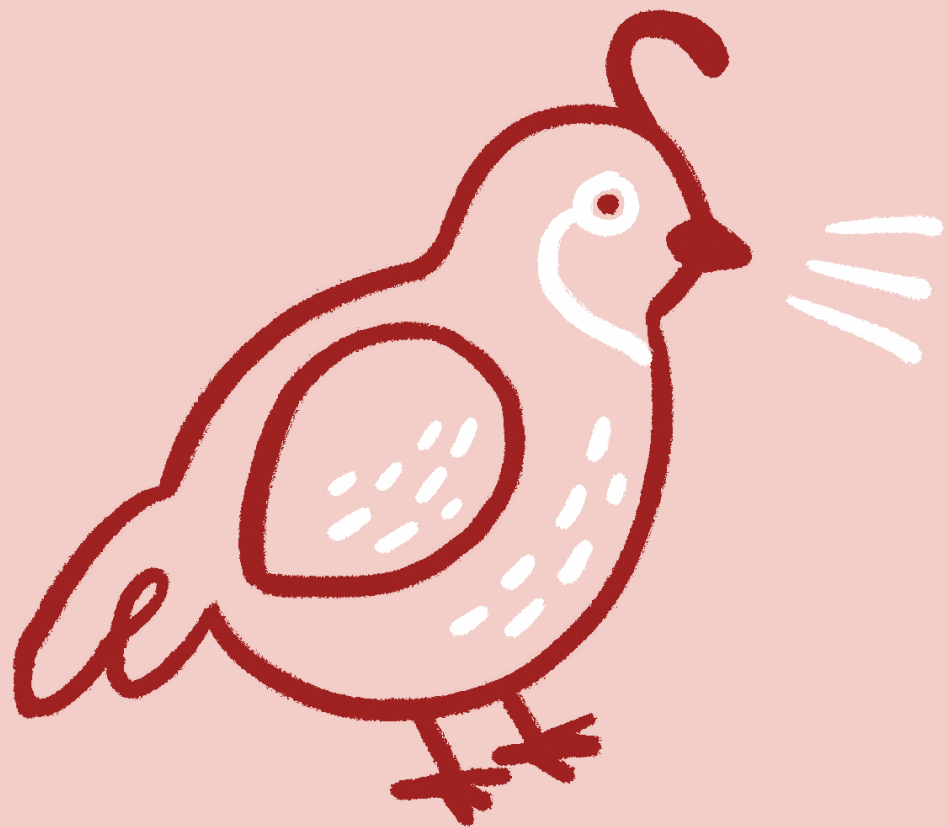
We lacked distinct priorities.



It's not clear where the organization is going.

Assess: What are signs to look for?

Conflicting Priorities

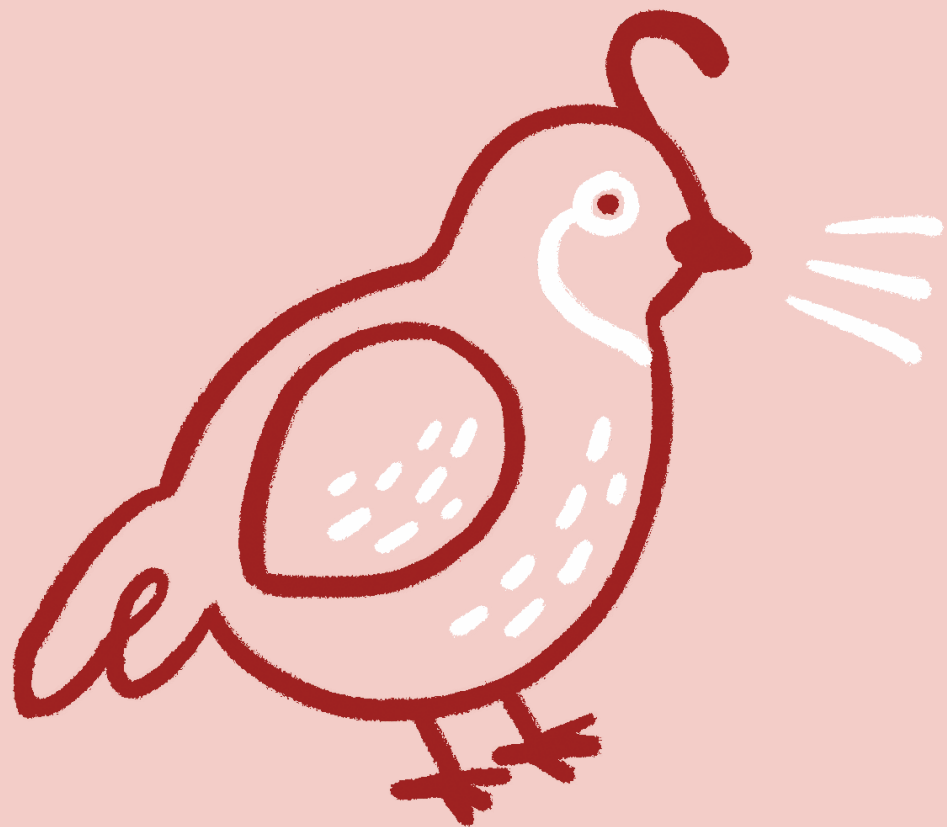


It's not clear where the organization is going.

Assess: What are signs to look for?

Slow Progress

Conflicting Priorities



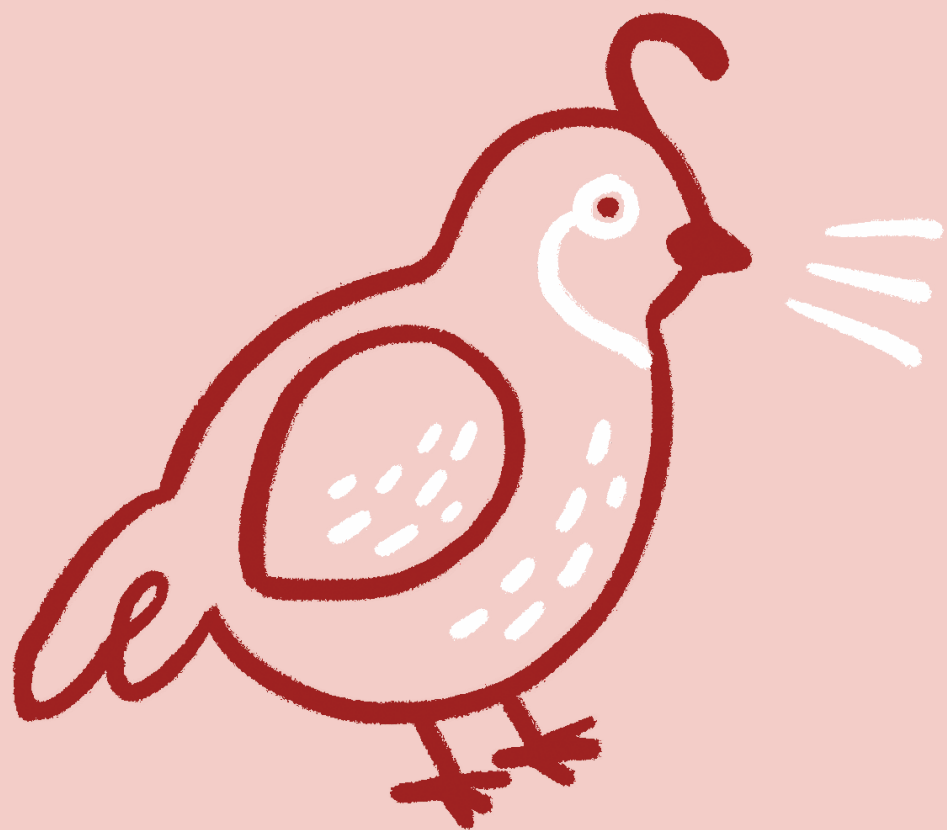
It's not clear where the organization is going.

Assess: What are signs to look for?

Slow Progress

Conflicting Priorities

Constant Fire Drills



It's not clear where the organization is going.

Do: What does a good handoff look like?



There's an overarching vision.



There's a clear strategy.



There's a focused set of priorities.

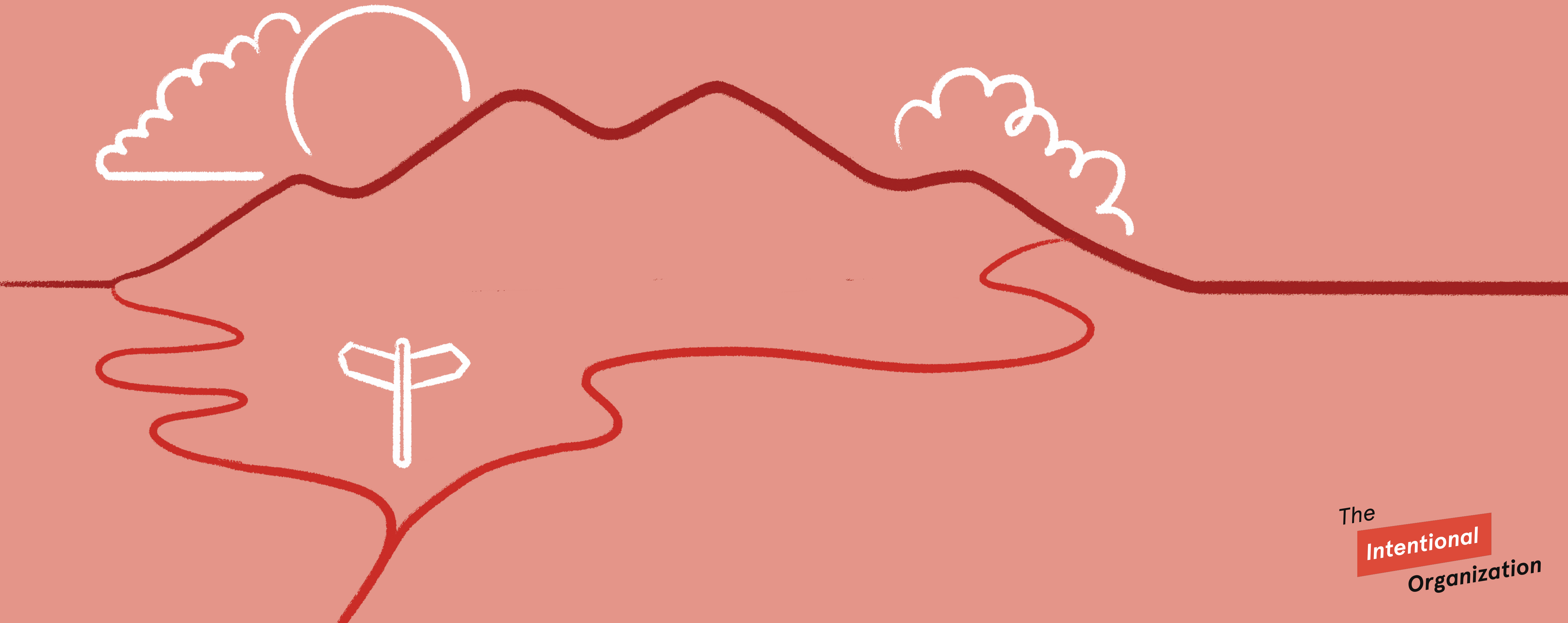
It's not clear where the organization is going.

Example: Clear Vision Statement

To increase the number of organizations where people are treated as humans, one leader at a time.

What do dropped batons look like?

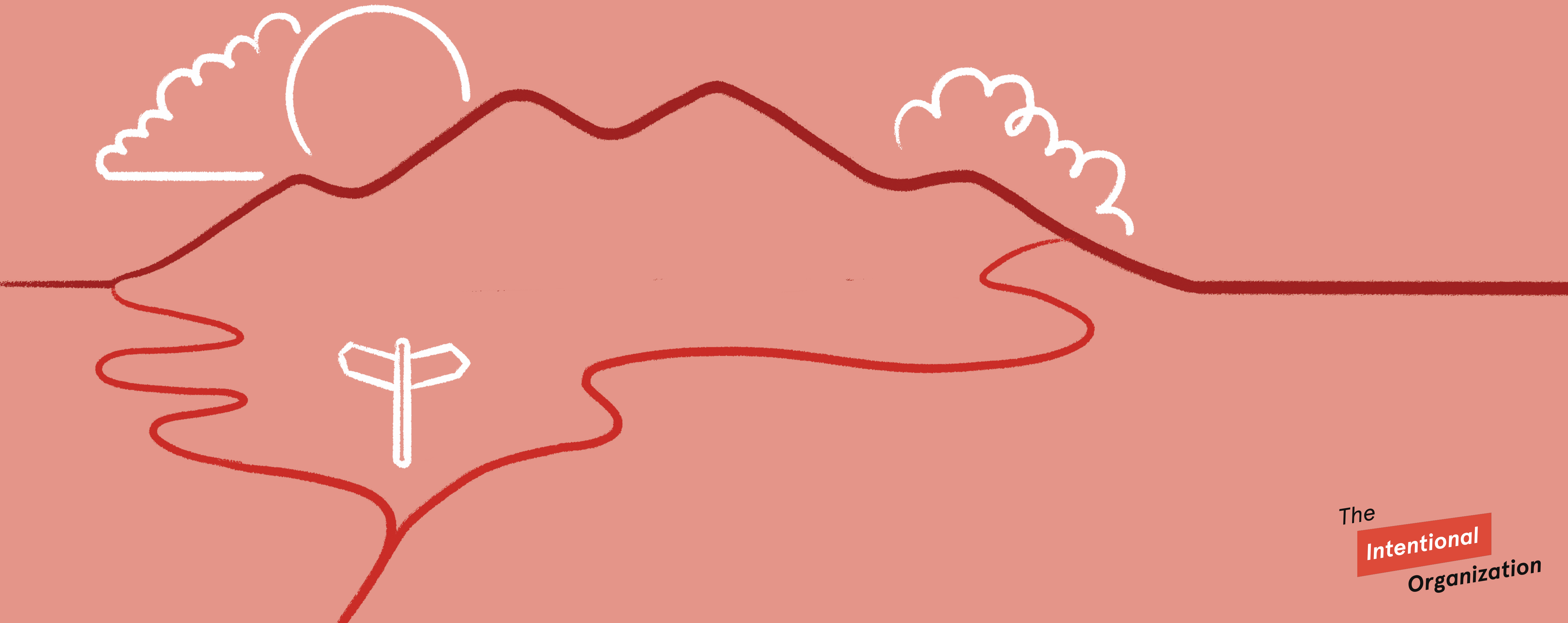
It's not clear how decisions are made.



The
Intentional
Organization

What do dropped batons look like?

It's not clear how decisions are made.



The
Intentional
Organization

It's not clear how decisions are made.

Reflect: Where did we drop the baton?

We lacked a process
for making decisions.



It's not clear how decisions are made.

Reflect: Where did we drop the baton?

No clear
ownership or
accountability.



It's not clear how decisions are made.

Reflect: Where did we drop the baton?

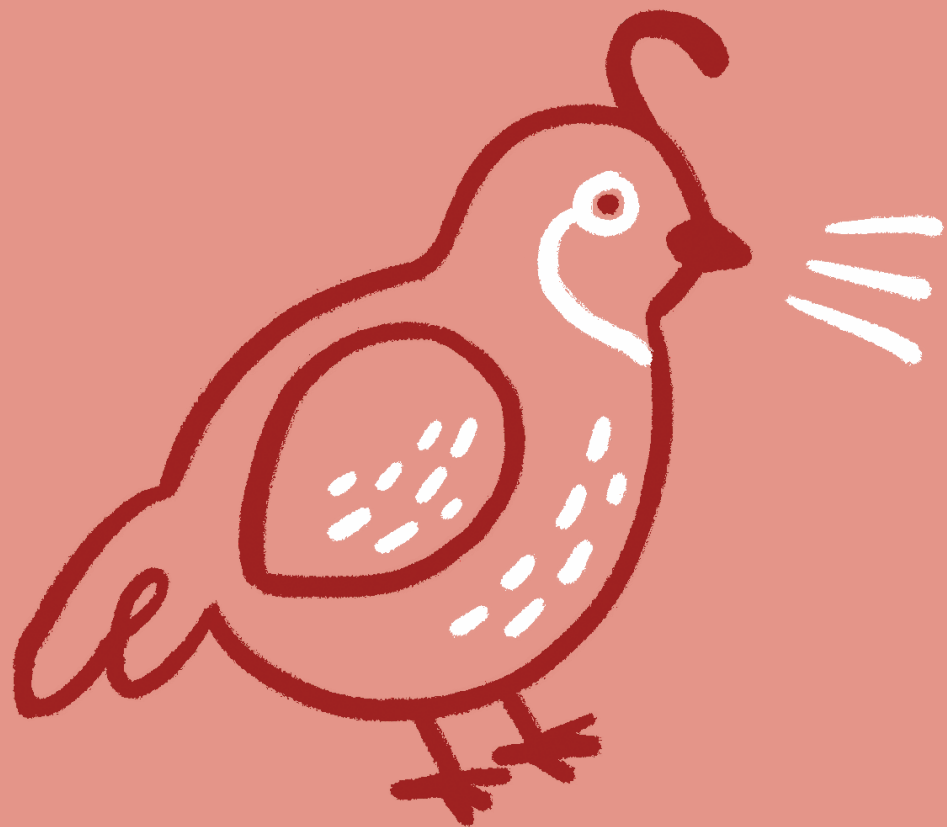
We were hoarding decisions.



It's not clear how decisions are made.

Assess: What are signs to look for?

Decisions Pushed Upwards

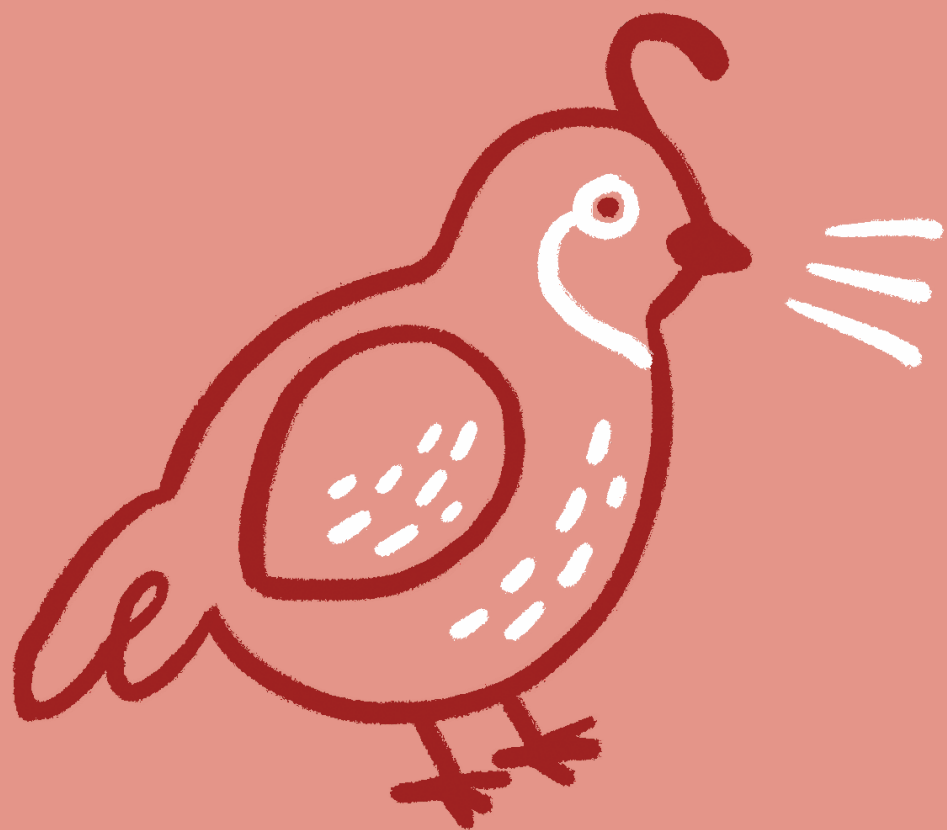


It's not clear how decisions are made.

Assess: What are signs to look for?

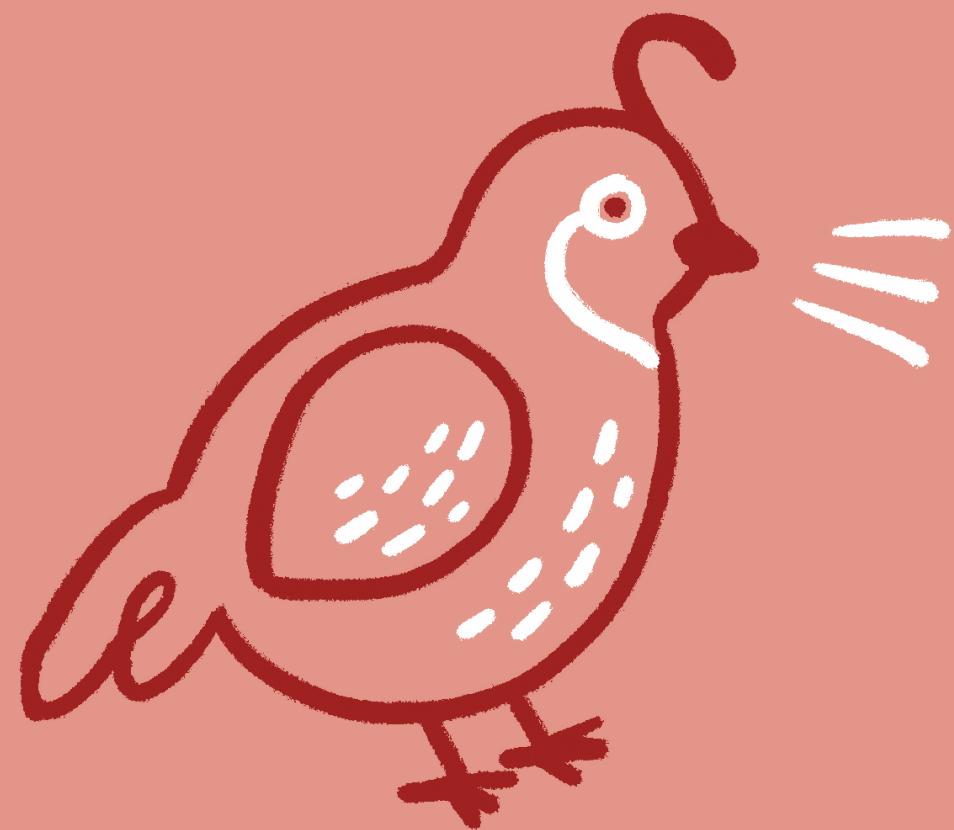
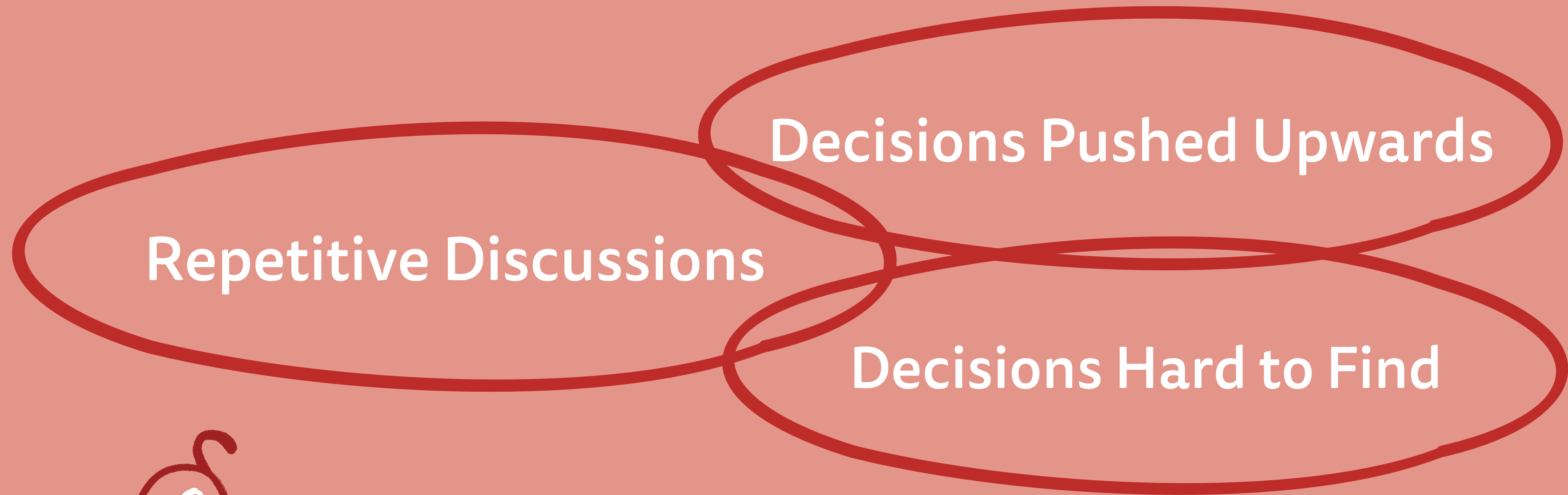
Decisions Pushed Upwards

Repetitive Discussions



It's not clear how decisions are made.

Assess: What are signs to look for?



It's not clear how decisions are made.

Do: What does a good handoff look like?



Decision artifacts are easy to find.



Process and decision ownership are clear.



The team isn't blocked.

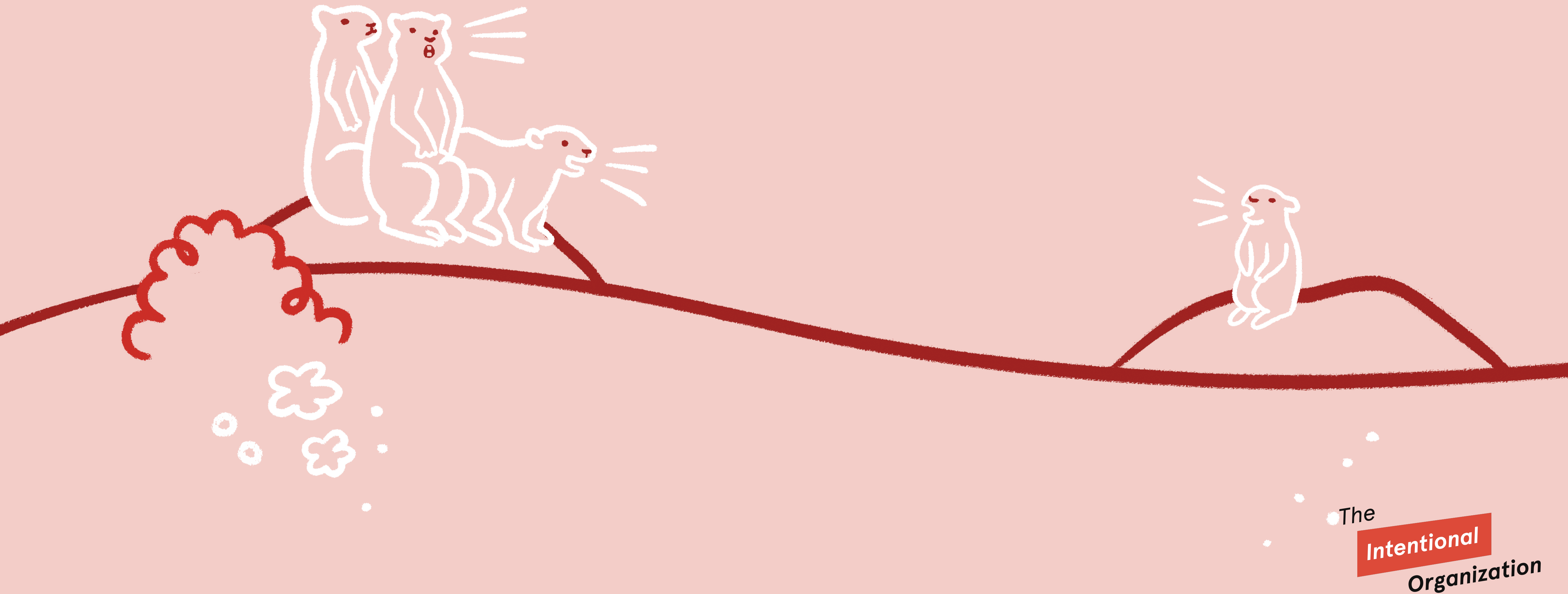
It's not clear how decisions are made.

Example: Simple Decision Records

1. Author
2. Date
3. Decision

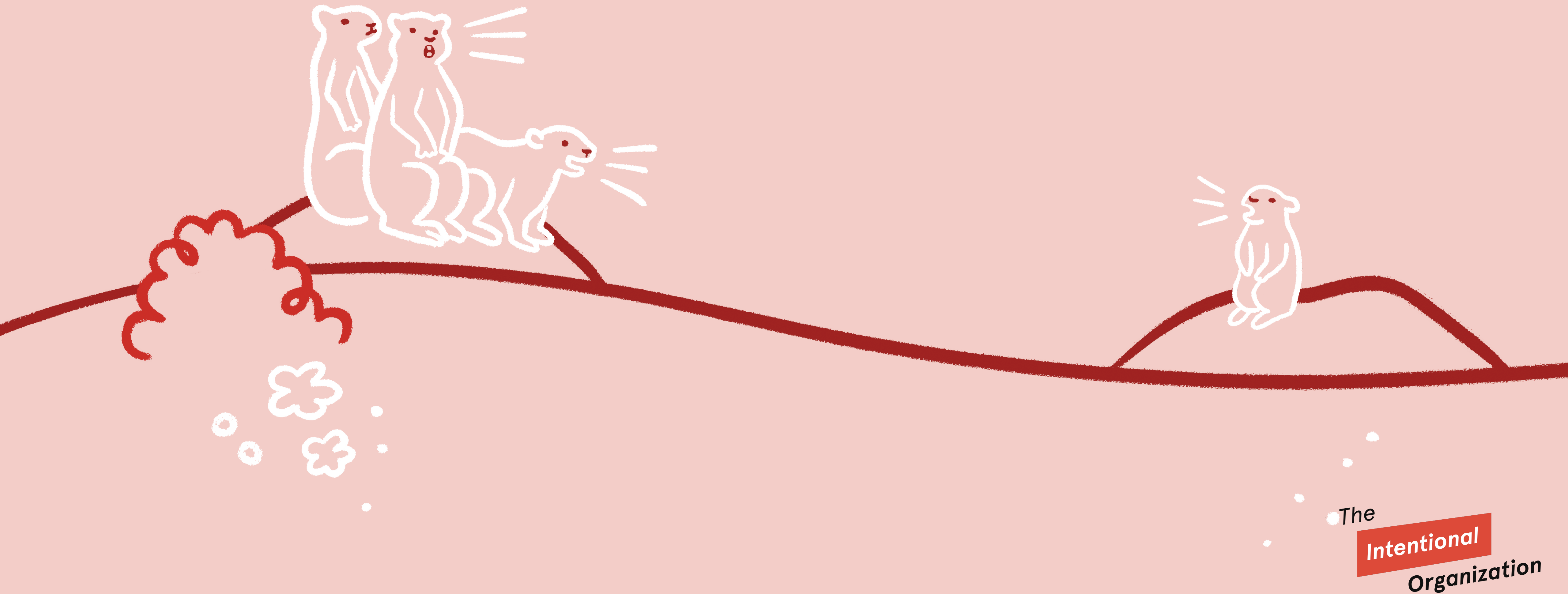
What do dropped batons look like?

Feedback isn't flowing openly.



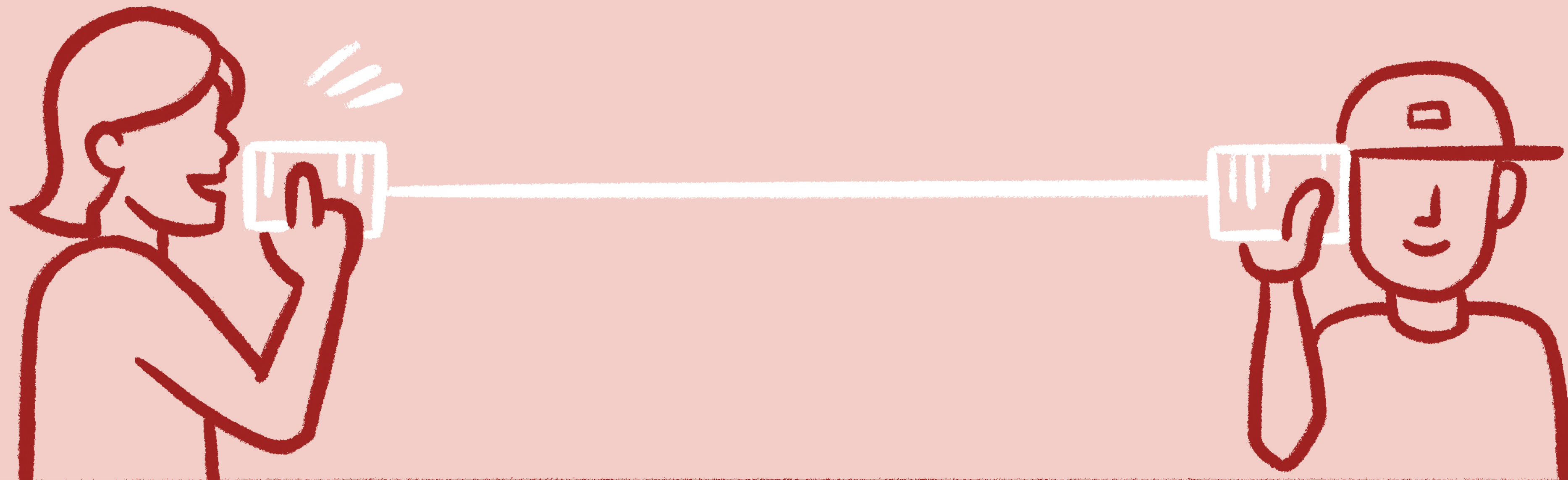
What do dropped batons look like?

Feedback isn't flowing openly.



What do dropped batons look like?

Feedback isn't flowing openly.



It's not clear where the organization is going.

Reflect: Where did we drop the baton?

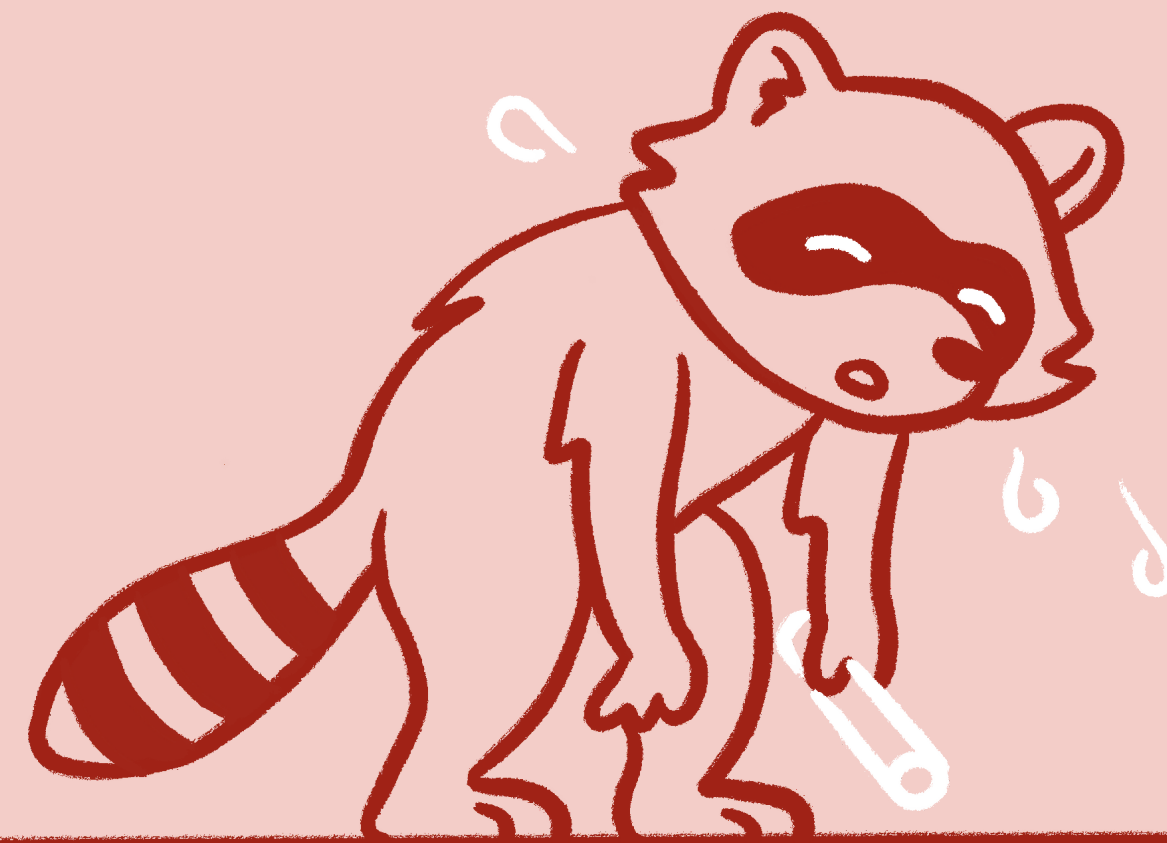
People didn't
feel like they
could speak up.



It's not clear where the organization is going.

Reflect: Where did we drop the baton?

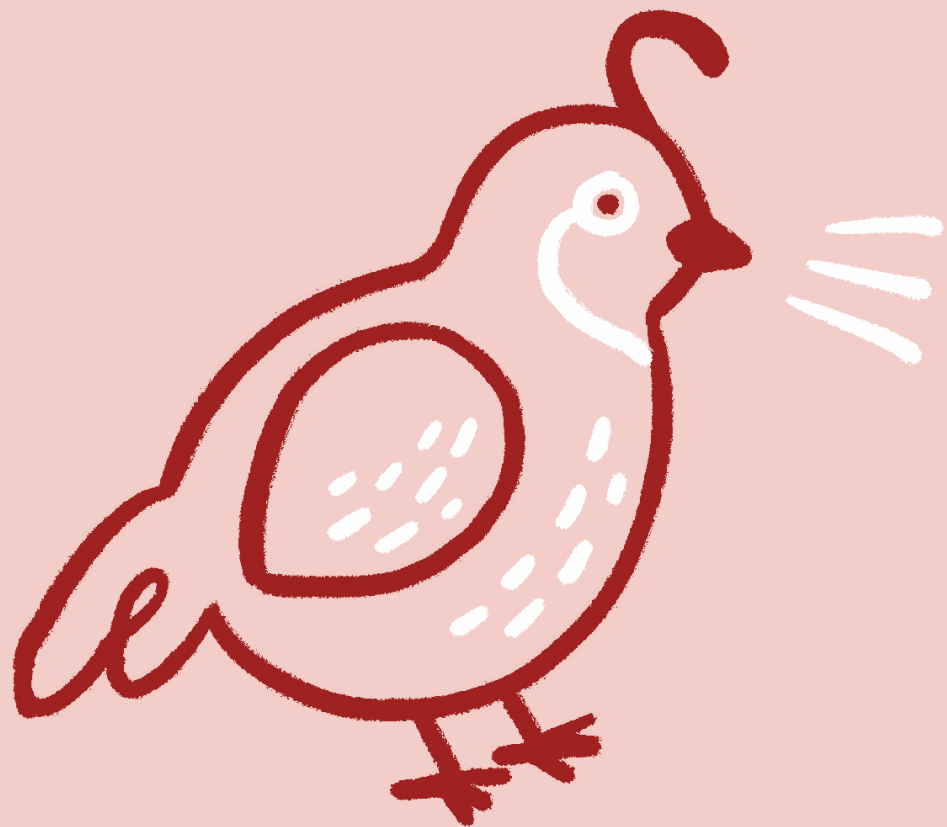
We lacked space
for feedback or
disagreement.



Feedback isn't flowing openly.

Assess: What are signs to look for?

Limited Feedback 👍

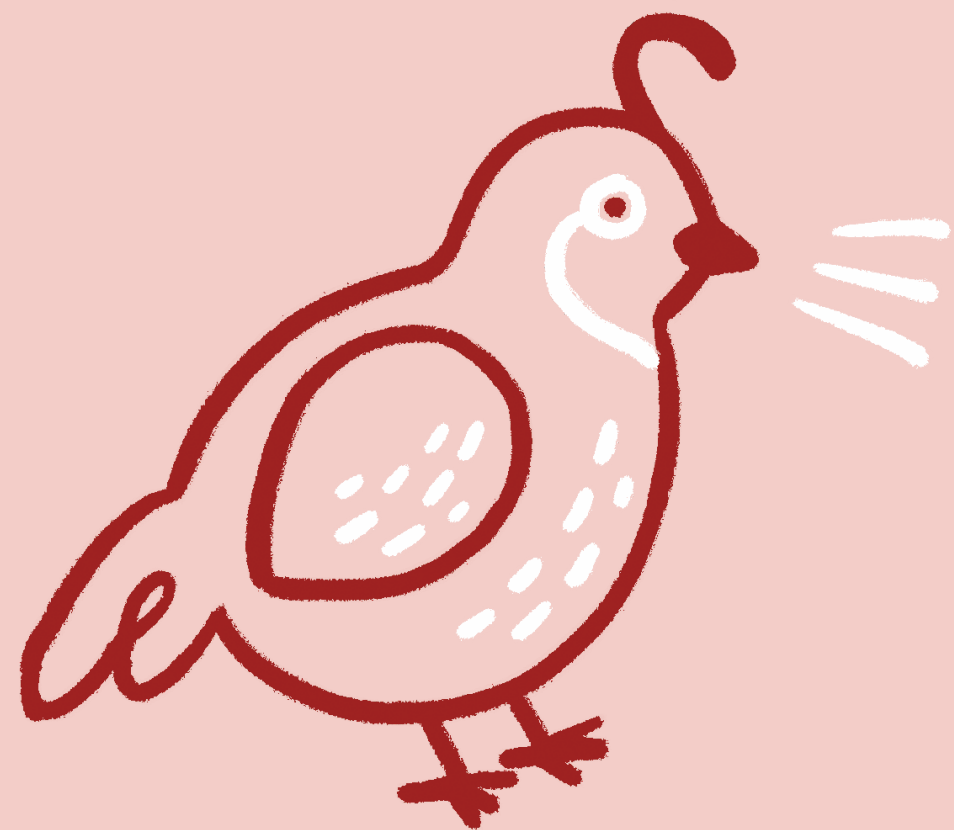


Feedback isn't flowing openly.

Assess: What are signs to look for?

Limited Feedback 👍

Few Dissenting Voices



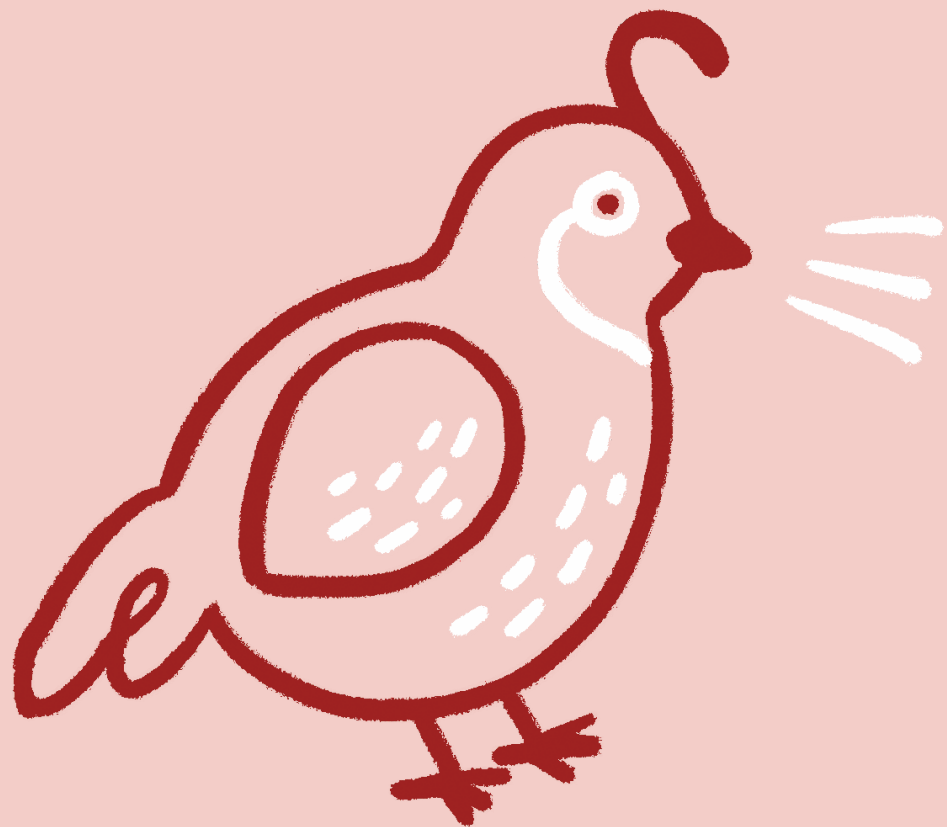
Feedback isn't flowing openly.

Assess: What are signs to look for?

Limited Feedback 👍

Few Dissenting Voices

Complaints about
Lack of Feedback



Feedback isn't flowing openly.

Do: What does a good handoff look like?



Feedback is more than an emoji.



Feedback is broken into digestible pieces.



Feedback is timely and constructive.

Feedback isn't flowing openly.

Do: What does a good handoff look like?



Feedback is more than an emoji.



Feedback is broken into digestible pieces.



Feedback is timely and constructive.

Feedback isn't flowing openly.

Do: What does a good handoff look like?



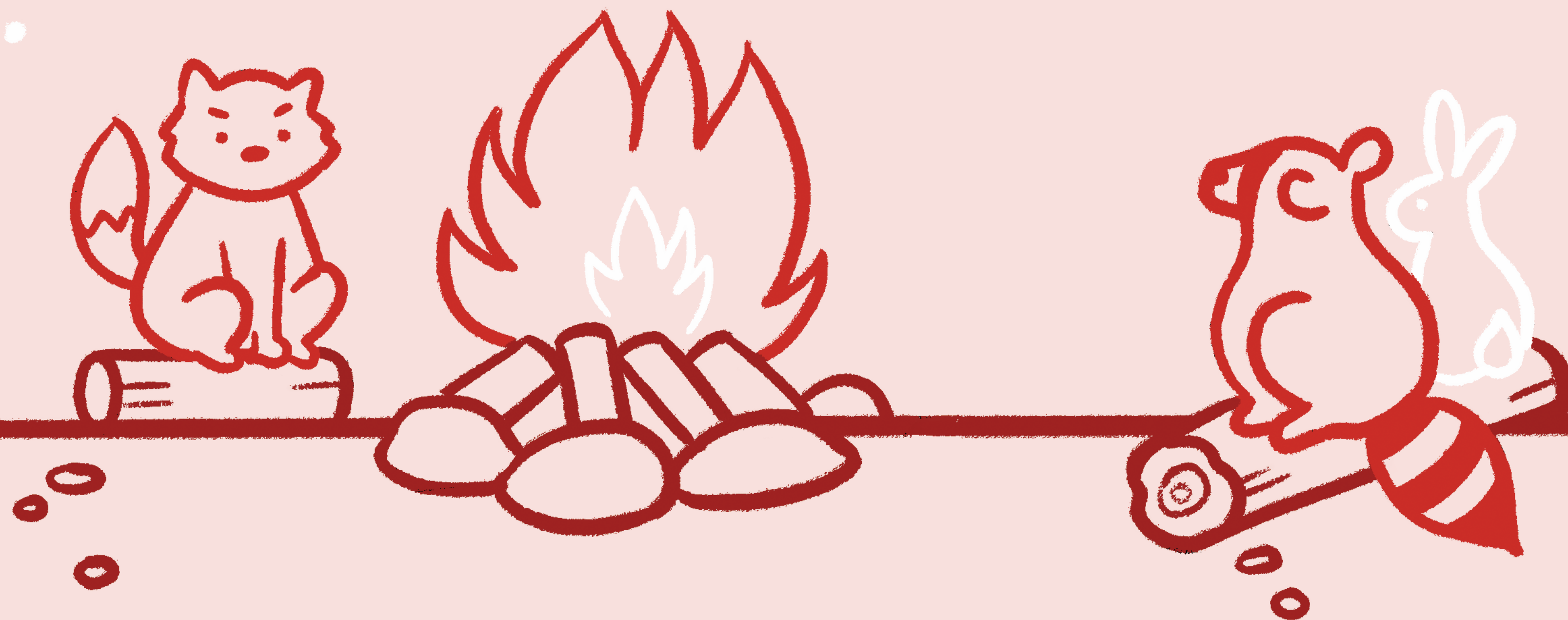
Feedback is more than an emoji.



Feedback is broken into digestible pieces.



Feedback is timely and constructive.





Thank you!

