



Lean Conference Video Companion

The information provided is to initiate conversation and inspire 'outside the box' thinking. The guide can be used individually and/or in a group setting.

Robert Brown – A new model for change: Harnessing the Speed of Thought (HST)



Group reflection/activity 1-2-4-All:

1. For each question below, take 1 minute to consider a response on your own.
2. Turn to your neighbor and take 2 minutes total to share your thoughts with each other.
3. Join another pair and take 4 minutes total to share and develop ideas. Any similarities or differences?
4. Share with the larger group one important idea that stood out in the conversation.



Individual reflection:

- Take a few moments after the video to respond to the questions; you can do this by:
 - a. Reflecting,
 - b. Writing or
 - c. Sketching



Questions

1. Robert Brown said that people should feel included, comfort, and excited in regards to change. What are some ways that you could create these feelings in your team?
2. Give some examples to articulate a gap, using the "need" as a noun vs. a verb.
3. Think of past experiences where you have witnessed change management not be as successful as you hoped. What elements of change management contributed to the change being less successful? What would you do differently in the future?
4. According to Robert Brown, what is a mistake when defining a gap?