

— FROM THE BLOG —

Try This in Practice

Change One Question on the Agenda.

A 15–20 minute practice for turning collaboration into learning

Teams do not necessarily need another meeting. Sometimes they need a different question inside the meeting they already have. This simple practice shifts the conversation from solving to learning—so your next steps are based on better understanding.



What does this situation need us to learn?

1

BRING A REAL SITUATION

Choose a current real issue, not a hypothetical.

- Evidence not matching expectations
- A client or student need not yet understood
- An implementation challenge
- A stalled initiative
- A recurring problem
- A difficult decision

2

NOTICE BEFORE EXPLAINING

- What are we actually noticing?
- What evidence do we have?
- What surprised us?
- What does not fit our current explanation?

3

LOOK FOR WHAT YOU DO NOT KNOW

- What do we not understand yet?
- What assumption are we making?
- Whose perspective are we missing?
- What evidence would help us think differently?

4

NAME THE LEARNING DEMAND

Frame the response as a learning question, rather than a solution.

Instead of: "We need to improve communication."
→ Use: "What do we need to learn about where communication is breaking down and how people experience it?"

Instead of: "Teachers need more professional development."

→ Use: "What do we need to understand about why current practice is producing different results across classrooms?"

5

TAKE A SMALL LEARNING ACTION

What could we do that would help us learn more?

- Gather different evidence
- Talk with someone
- Test an assumption
- Try a small change
- Observe what happens
- Invite another perspective

6

BUILD THE RETURN INTO THE WORK

- What will we look for?
- What would surprise us?
- When will we return to this question?

WHEN YOU COME BACK



What did we learn?

What do we understand now that we did not understand before?

What should change because of that learning?



Collaboration is not the goal.
Better understanding. Better decisions. Better practice.



ELK WILLOW CONSULTING
Innovative Ideas for an Inspired Future

From the Blog | Elk Willow Consulting
elkwillowconsulting.ca



For individual and team
professional learning use.