

# Kickoff Meeting

SD ARMA  
2022-2023 Season

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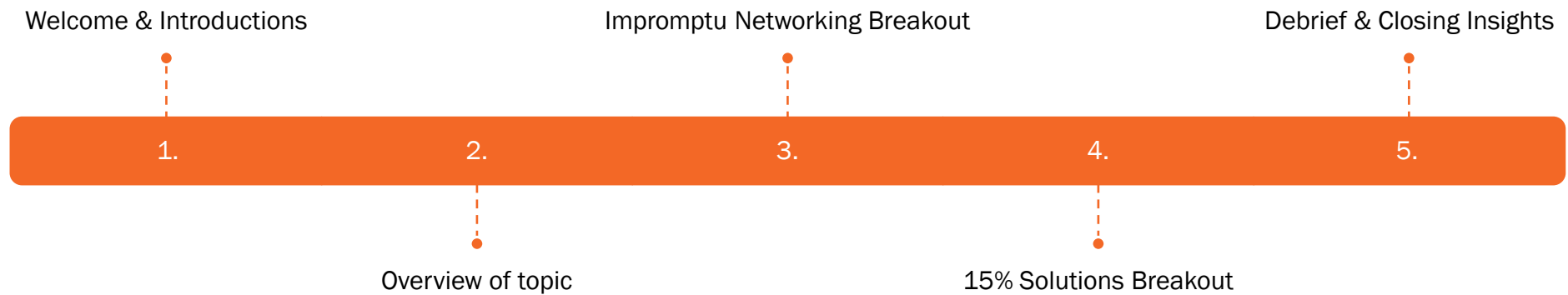
ADDRESSING CHANGE

*WHAT DO WE NEED TO DO OR STOP DOING TO KEEP UP  
WITH THE PACE OF CHANGE IN OUR ORGANIZATIONS?*



# Agenda

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# Breakout Question (7 minutes)

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What changes in your organization are challenging you right now?

# Debrief – Change Challenges

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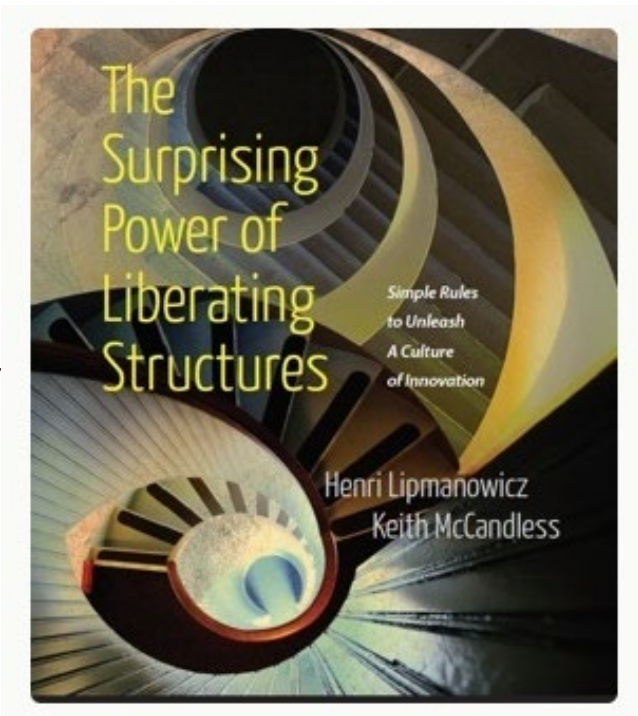
# What if you could...

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- Move away from blockage, negativism, and powerlessness
- Have people discover their individual and collective power
- Reveal bottom-up solutions
- Share actionable ideas and help one another
- Build trust
- Remember unused capacity and resources (15 percent is always there for the taking)
- Reduce waste
- Close the knowing-doing gap

# 15% Solutions

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<https://www.liberatingstructures.com/7-15-solutions/>

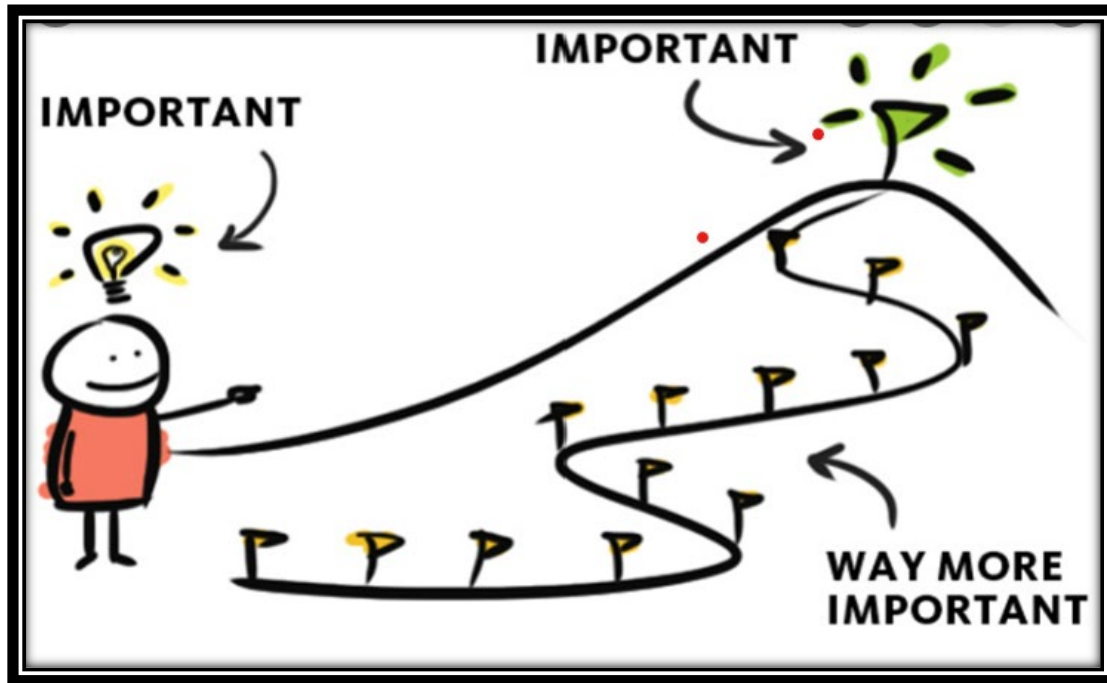


Image from: <https://letsenterprise.in/the-power-of-small-wins/>

# 15% Solutions - Disclaimer

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This practice is not meant to obscure the very real structural challenges that may be at play.

However, it does provide opportunities to affect small change within your domain of control that can have big impact.



<https://hbr.org/2011/05/the-power-of-small-wins>

# What will we be doing?

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**5 minutes individually reflecting** on your 15% solutions to a change challenge.

- Write down the challenge: *The challenge I want a 15% solution for is: How....*
- Brainstorm individually on the 15% solutions available to you
- 15% solution is in you or your team's discretion without additional resources or authority



# What will we be doing?

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**10 minutes in a breakout sharing individual reflections** (groups of 3-4 people)

- Each person will have an opportunity to share their challenge and their 15% solutions
- At this stage, there is no judging or consulting – it's information sharing
- About 3 minutes each person

# What will we be doing?

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## 15 minutes in a breakout sharing individual reflections (groups of 3-4 people)

- Each person will ask for feedback on their challenge & 15% solutions.
- Those consulting can ask clarifying questions or offering advice
- About 5 minutes each person

Stay in the same breakouts for each of the rounds. Keep an eye out for broadcasts with timing updates.

Debrief – What 15% solution are you committed to implementing?

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What parting words  
would you share?

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