

Video transcript

Alex Sloley, Agile Consultant – Macquarie, Personal Banking, BFS

How to encourage ideas

So, in organizations where we're thinking about adapting all the time and learning, we create what are called time boxes which are essentially just periods of time where we say:

“Hey, whatever you can do in that period of time, is just enough.” It's all about, is it “just enough”. You just need “just enough” to get started or “just enough” to keep going, or “just enough” to learn.

So that's really what adaptability is all about. It's always just a series of steps of “Just enough and never perfection.

“1, 2, 4, all” is a technique where we essentially have a group of people diverge and converge. So it's the whole concept of how do you get those innovative, awesome ideas out of a group of people. You can do it with 1000 people, or maybe 100 people, or maybe just your 10 person team. So what you do is you invite your people to think about the one thing you want them to think about. It might be some kind of radical change in the organization, it might be some crazy product idea, it might be some improvement in how you do things. But you invite them to think about something for one minute silently, and you time everything.

So, you think about it for a minute and then you, as the facilitator, you then ask them to form groups of two and talk about their ideas for two minutes. So now they're starting to engage with each other and talk about what that cool thing is for two minutes. And then after two minutes you invite them to talk about it as a team of four and then they do that for four minutes. That's the “1, 2, 4, all” because at the end of the whole exercise, at the end of the four persons' four minutes, you invite them to all get together and all talk about their awesome ideas.

It's a great way to facilitate just a big group conversation, and you can use it for anything you want to talk about. The sky's the limit.