

ICMIF Mutual Leadership Learning Diary

Discussion questions

Module 1: Embracing Complexity

1. a) Where do you need an expert using rules?
b) Where do you need a team using models and tools?
2. Where does your expertise enable you to exercise snap judgements in your work?
3. Where in your work might you snap to a mistaken perception?

Module 2: Judging & Deciding

4. Where in your work does your Chimp influence your judgment?
5. In your work, where have you seen people stick with a first conclusion even in the face of conflicting evidence?
6. In your work, where would deliberately diagnosing before treating be helpful?

Module 3: Effective Collaboration

7. How do you currently lead discussions where you work?
8. As a leader, to what extent do you enable:
 - a) colleagues to capture their private perspectives first, before engaging in a dialogue?
 - b) all perspectives to be shared before starting a dialogue?
9. Where in your work would healthy conversations be helpful?
10. What could you do to enable Chimps to feel psychological safety where you work?

Module 4: Healthy Challenge and Thinking Strategically

11. Where in your work would the Strategy Framework be helpful?
12. Where in your work would one of the simple healthy challenges and/or conducting a pre-mortem be helpful?
13. Where in your work would the Innovation Matrix be helpful?

Module 5: Working Across Cultures

14. How systematic is learning from experience where you work?



ICMIF Mutual Leadership Learning Diary

Module 1: Embracing Complexity

Discussion 1:


a) Where do you need an expert using rules?

b) Where do you need a team using models and tools?

Start at	Duration ____ minutes			Return at
				
	1. Capture	2. Share	3. Discuss	




My perspectives	
Where I need an expert using rules	Where I need a team using models & tools
My insights from our discussion	
Actions	
<input type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	

Discussion 2: Where does your expertise enable you to exercise snap judgements in your work?

Start at	Duration _____ minutes			Return at
	 1. Capture	 2. Share	 3. Discuss	

My perspectives	
My insights from our discussion	
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Actions




Discussion 3: Where in your work might you snap to a mistaken perception?

Start at	Duration _____ minutes			Return at
	 1. Capture	 2. Share	 3. Discuss	

My perspectives	
My insights from our discussion	
Actions <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

Module 2: Judging & Deciding

Discussion 4: Where in your work does your Chimp influence your judgment?

Start at	Duration _____ minutes			Return at
	 1. Capture	 2. Share	 3. Discuss	




My perspectives

My insights from our discussion

Actions




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Discussion 5: In your work, where have you seen people stick with a first conclusion even in the face of conflicting evidence?

Start at	Duration _____ minutes			Return at
	 1. Capture	 2. Share	 3. Discuss	

My perspectives	
My insights from our discussion	
Actions <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	




Discussion 6: In your work, where would deliberately diagnosing before treating be helpful?

Start at	Duration _____ minutes			Return at
	 1. Capture	 2. Share	 3. Discuss	

My perspectives	
My insights from our discussion	
Actions <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

Module 3: Effective Collaboration

Discussion 7: How do you currently lead discussions where you work?

Start at	Duration _____ minutes			Return at
	 1. Capture	 2. Share	 3. Discuss	

My perspectives

My insights from our discussion

Actions




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Discussion 8:

As a leader, to what extent do you enable:




A. Colleagues to capture their private perspectives first, before engaging in a dialogue?

B. All perspectives to be shared before starting a dialogue?

Start at	Duration _____ minutes			Return at
	 <p>1. Capture</p>	 <p>2. Share</p>	 <p>3. Discuss</p>	




<p style="text-align: center;">My perspectives</p>
<p style="text-align: center;">My insights from our discussion</p>
<p style="text-align: center;">Actions</p> <div style="margin-top: 20px;"> <input type="checkbox"/> </div> <div style="margin-top: 20px;"> <input type="checkbox"/> </div> <div style="margin-top: 20px;"> <input type="checkbox"/> </div>

Discussion 9: Where in your work would healthy conversations be helpful?

Start at	Duration _____ minutes			Return at
	 <p>1. Capture</p>	 <p>2. Share</p>	 <p>3. Discuss</p>	

<p>My perspectives</p>	
<p>My insights from our discussion</p>	
<p>Actions</p> <div style="display: flex; flex-direction: column; align-items: flex-start;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>	




Discussion 10: What could you do to enable Chimps to feel psychological safety where you work?

Start at	Duration _____ minutes			Return at
	 1. Capture	 2. Share	 3. Discuss	

<p style="text-align: center;">My perspectives</p>
<p style="text-align: center;">My insights from our discussion</p>
<p style="text-align: center;">Actions</p> <div style="margin-top: 20px;"> <input type="checkbox"/> </div> <div style="margin-top: 20px;"> <input type="checkbox"/> </div> <div style="margin-top: 20px;"> <input type="checkbox"/> </div>

Module 4: Healthy Challenge and Thinking Strategically

Discussion 11: Where in your work would the Strategy Framework be helpful?

Start at	Duration _____ minutes			Return at
	 1. Capture	 2. Share	 3. Discuss	



My perspectives

My insights from our discussion

Actions




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Discussion 12: Where in your work would one of the simple healthy challenges and/or conducting a Pre-mortem be helpful?

Start at	Duration _____ minutes		Return at
	 1. Share via healthy conversations	 2. Discuss	

My perspectives	
My insights from our discussion	
Actions <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	




Discussion 13: Where in your work would the Innovation Matrix be helpful?

Start at	Duration _____ minutes			Return at
	 1. Capture	 2. Share	 3. Discuss	

My perspectives	
My insights from our discussion	
Actions	
<input type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	

Module 5: Working Across Cultures

Discussion 14: How systematic is learning from experience where you work?

Start at	Duration _____ minutes			Return at
	 1. Capture	 2. Share	 3. Discuss	

My perspectives
My insights from our discussion
<div style="text-align: center; margin-bottom: 10px;">Actions</div> <div style="display: flex; flex-direction: column; align-items: flex-start;"> <input style="margin-bottom: 10px;" type="checkbox"/> <input style="margin-bottom: 10px;" type="checkbox"/> <input type="checkbox"/> </div>