

Learning, 3.4: Experimentation

Summary

- The experimental lens helps us maximise learning and defuse the fear of change. It reduces the seeming permanence of new things, encourages ongoing reflection, and encourages collaboration in learning to attain goals.
- To do it properly, you need to be clear on what you are looking for as signs the experiment is going well *and* going badly. These need to be reflected on as you go.
- These kinds of experiments are about *adapting* and *adjusting* - in complex environments, they rarely point to clear success and clear failure. We need to be looking for the changes we can make to nudge things in the right direction.

Questions

- 1) If you had free reign, what three experiments would you set up in your team to try out things that might resolve issues or improve outcomes for patients or staff?
- 2) Could you experiment with your own practice? This could be changing your internal narratives (eg. self-blame vs self-compassion), changing the way you view colleagues (eg. this guy is really annoying vs I should try to understand what motivates this guy), or changing something specific in your behaviours (eg. the things you prioritise, who you include).
- 3) Choose a couple of the experiments above and ask:
 -) What would you notice if that experiment was going well?
 -) What would you notice if that experiment was going badly?
 -) What might you adjust if it was going badly?
- 4) Are there any of the above that you could start trying now?

Resources and links:

- <https://hbr.org/2020/03/building-a-culture-of-experimentation> Article on the value of experimental culture

Evaluation:

We would really appreciate your feedback through these short questionnaires on the videos and their usefulness. Your feedback will help us improve future content.

Prior to watching the videos



After watching the videos

