

Group Exercise



Individual Thinking

For the first 5 minutes, take some time to think on your own. There are some questions to help put your thoughts together so please write down your answers and reflect on your own:

- Think about a large change that you experienced in your career or life (if personal please be ok with sharing).
- Based on the “hopes & fears” framework I want you to write down what you were most afraid of / anxious about and hopeful for prior to that event.
- Then write down what actually happened. Was it worse than you thought? Better? In retrospect was your level of stress warranted?
- Based on that event, what would you have done differently in advance?

Round Robin

Go around your group – and for the next 10 mins, get each person to share:

- One by one, each of you read out the answers to the previous exercise.

Try to spend between one to two minutes speaking - and while you're listening to others give their answers, no interruptions! Let everyone get their thoughts out completely.

Group Discussion

During the group discussion, discuss the below questions and focus on the concept of Resiliency and being antifragile:

- Identify and list out the areas where you think your teams are the most fragile and the least prepared for changes. What are your team's weak spots and blind spots? Analyze different types of potential changes and see how well your team are set up to handle them. Things like change in priority, major systems outage, loss of key employees, losing your boss, doubling in size quickly, suddenly working from home (or going back to the office)m etc.
- Then identify potential plans and action items you could do to increase the resilience for each of these areas.