

THE POWER UP # 3

Structured Compassionate Debrief Suggested Outline

To help you become comfortable with structured debriefs, use this outline to ensure they are objective and create an emotionally safe space where you and others can take ownership of both success and failure.

Take some time to outline expectations. You can say something like: “Thanks for being part of this important conversation. The purpose today is to reflect on the outcome of the (project/event/launch, or other similar initiative) we need to debrief about. It’s not to dispute or defend, but to better understand what happened, to celebrate our success, and determine what actions we may want to take in the future, to improve our outcomes and impact. Let’s stay curious and non-defensive so we can learn and grow. This conversation is not about assigning blame; it’s a conversation about creating greater clarity and understanding and determining ways we can all take ownership of what worked well and what needs to change in the future.”

TOPIC:

What was expected and what occurred?

What went well and what could improve?

Ask each participant to personally reflect:



What part did I play in this result?

Own your success as much as your failure.

Where did our process or behaviours break down?

What could we do differently next time to get a better result?

Share your answers as a group.

Make a list of the options. Narrow it down to what you will commit to doing and what you will celebrate.

