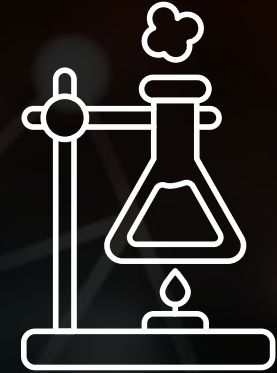




Solution Focused Change

# How to Conduct Rigorous Experiments



Rod Sherwin [in](#) [LinkedIn](#)

# An experimental mindset



Computer  
Systems  
Engineering,  
Computer  
Science



Software  
Engineering,  
Business  
Analysis



Team  
Leadership,  
Organisational  
Culture Change



Executive and  
leadership  
Coaching

Also, running a Health and Wellbeing Practice & managing a chronic health condition



## SF 101

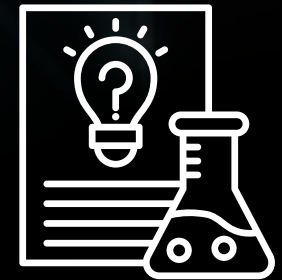
1. If it ain't broke, don't fix it
2. Find what works and do more of it
3. If something's not working, do something different



# A Hypothesis

If I do ..., I hope ... will happen.

We believe that <implementing this change> will yield <these results>.



# Hypothesis - Questions

- What are your best hopes?
- How will you know that our meeting has been helpful? What would you notice when you no longer need to see me?
- What do you hope to be telling me next time we meet?
- 3 months from now, what's our ideal outcome?

Attending therapy/coaching or executing an organisational change initiative *is* an experiment.



# Readiness to Experiment

Similar to contracting in an individual conversation – useful questions:

Where do you think there is the need for change?

What would you like to have different?

How important is this change for you; for your organization?

What is the context in which the experiment is occurring?

If we identify some ideas, would you be willing to give them a go?



# Benefits



# Benefits - Questions

- How might this change effect yourself? your team? your organisation? your customers?
- Who else would Benefit? Who else would notice?
- Who would you like to notice?
- And who else would benefit from that? What would they benefit etc.
- From Agile: Definition of Done

Some overlap with Lagging Indicators, see later.





# Duration



# Duration - Questions

- How long would you like to play with this idea?
- What would tell you it is time to try something different?
- How will you know when it would be good to evaluate the experiment?
- When would be a good time to check in about how this is going?
- How long will we conduct this experiment before looking for signs of change?



# Leading Indicators

How will we know we're on the right track



# Leading Indicators - Questions

- What's the smallest thing you might notice that would let you know things were improving in some way?
- What might someone in another team notice that would let you know these changes were helpful, even a little bit?
- What has been working for you in some way?
- What might you notice that indicates your heading in the right direction?



# Lagging Indicators

How will we know it's working

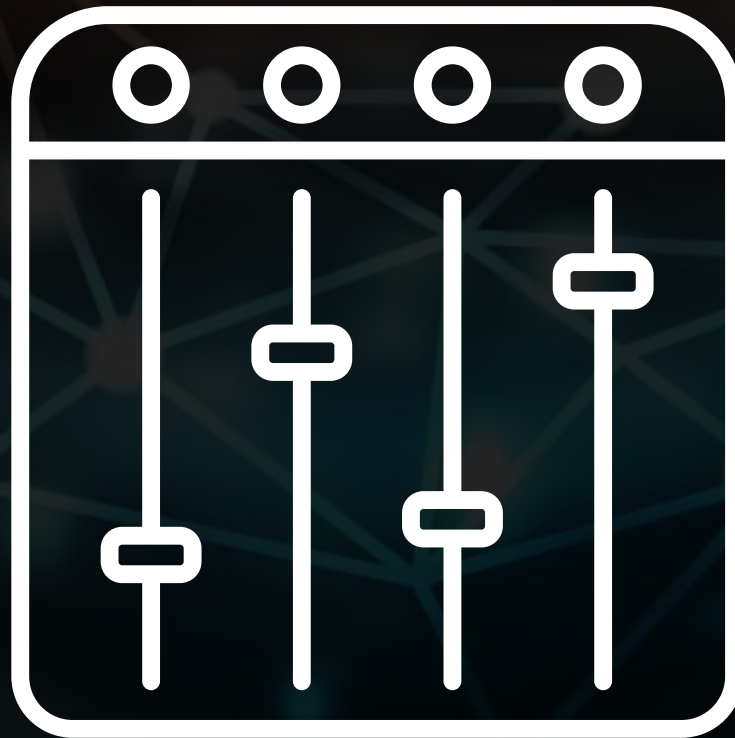


# Lagging Indicators - Questions

- Future perfect exploration
- Who would you most like to notice your progress? What might they notice?
- If this change initiative was successful in 3 months, what difference would you notice when you walk into the office? What would you notice in how people behaved?
- How do we know this has been a success?
- How do we know when we're done?
- What's good enough? What's your optimal zone?



# Amplifiers & Dampeners



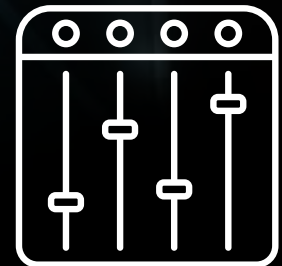
# Amplifiers & Dampeners – Questions

## Amplifiers

- What's been useful in helping you make progress?
- What's helped you cope and stop things from getting worse?
- What do you have to say "No" to, to more fully say "Yes" to instead?
- What did you draw upon to make that happen?

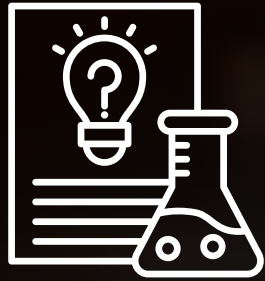
## Dampeners

- What would you like instead?
- How can we lessen the impact of those effects?
- What's most important to focus on?
- When would you know to do something different?
- What can you usefully let go of? Letting go of ways of acting, or being?





# Summary (so far)



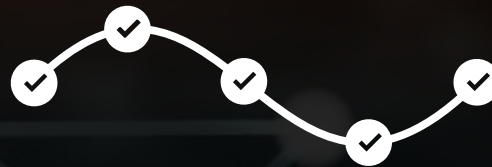
Hypothesis

If I do ..., I hope ... will happen.

We believe that <implementing this change> will yield <these results>.



Benefits



Leading

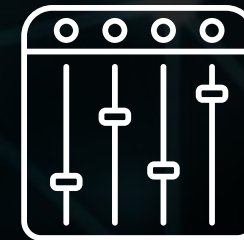


Lagging



Duration

Amplifiers  
Dampeners

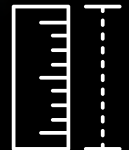


# Capacity



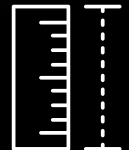
# Capacity - Questions

- On a scale from 1-10, how high would you rate your capacity to try something new at the moment?
- How much change is already happening within your organisation/team right now?
- How would you notice when you felt a little more playful?



# Resources - Questions

- What have you tried before with experiments that helped you in any way?
- What are the costs, financial and otherwise, associated with this experiment?
- Who can be helpful in helping us conduct this experiment?
- What else might be useful during the experiment?



# Summary



Capacity



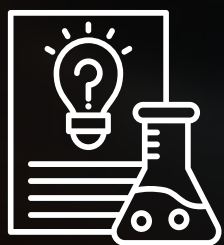
Benefits



Leading



Lagging

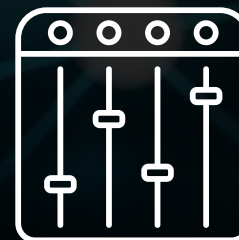


Hypothesis



Duration

Amplifiers  
Dampeners





Solution Focused Change

THANK YOU

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