

The Lens of an Organization

Directions:

- Each team has a different colored marker.
- Teams rotate through the lens of an organization, coming up with words or small phrases for both the healthy and unhealthy columns.
- Each team spends 10 minutes brainstorming their sheet.
- When a team moves to the next sheet, they take their marker with them so that their contributions are clear by marker color.
- When the teams have finished with one sheet, they move to the next, repeating the exercise until all teams have contributed to all.
- For each successive sheet after the first sheet, that the team faces, it will review what the prior team(s) wrote, determine if they agree or disagree.
 - If they agree they will place a check mark next to the word or phrase.
 - If they disagree, they will draw a line through it.
 - If the team feels something is missing, they will make any new additions in their team's colored marker.

Goal: to help lead teams to their ideal organization. This activity leads into the Powerful Words exercise.

For large groups, you may want to print multiples of a sheet.

Facilitator comes back up and asks for feedback from the participants.

“Self/Me Alone”

(Internal/Individual – Thoughts, feelings, and values.)

Healthy	Unhealthy
Example: Open	Example: Checked out

“Personal Me in a Team”

(Internal/Collective – Relationship, team, cohesion. How do you work as you in a team?)

Healthy	Unhealthy
Example: Collaborative	Example: Individualist

“Professional Me in a Team”

(External/Individual - Healthy Agile practices & roles. Behaviors, skills and professional competencies you bring to a team.)

Healthy	Unhealthy
Example: Dedicated team	Example: Missing skills

“Organization”

(External/Collective – Organizational and institutional structures: systems, processes and support)

Healthy

Unhealthy

Example: Collaborative teams

Example: Unsupportive Leadership