Just like a Target Condition, a ***Challenge*** expires when it is either achieved or it expires whether it was achieved or not.

The coach and learner should reflect on the Challenge before suggesting a new Challenge to Advanced Group/Shepherding Group/Leadership whichever group approves challenges in your organization.

Here is a template to lead your Challenge reflection and helps you submit a new challenge for your kata practice.

**Department/Area/Team**:

**Challenge**:

**Date Established**:

**Achieve by Date**:

**Participants**:

Learner (s):

Coach:

2nd Coach:

Others:

**Outcome Metric(s) over the course of the Challenge**: Describe the Outcome Metric(s) at the start and end dates of the Challenge, define key milestones that occurred in between. Also submit a time-based chart tracking results and key events over time.

**Unresolved Obstacles:** List obstacles that were not overcome. These may have resulted in not achieving the Challenge. These may be obstacles not in control of the team yet negatively impact the outcome metric(s).

**List the Top 5 (minimum) learnings and the impact the learnings had**:

1.
2.
3.
4.
5.

**How do you see the learnings affect your team’s future performance**?

**How will results achieved be sustained**?

**Submit new Challenge to your Advanced/Shepherding Group/Leadership**

**Date Established**:

**Achieve by Date**:

**Challenge**:

**Describe how this Challenge aligns with the organizational strategic objectives, departmental goals and objectives.**

**Date form was completed:­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**