



WINS, LOSSES, LESSONS LEARNED

Purpose

To experience celebrating wins, facing losses and learning lessons together so we can powerfully move into the future.

Why Bother?

In business as usual, we're typically running fast to get a lot accomplished. If we pause at all, it's usually to do an intellectual assessment of the problem or situation. While an intellectual analysis can provide perspective, it generally doesn't ignite a rich human experience which is what makes great things possible.

Wins, Losses, Lessons Learned is a tool used to create a safe forum for appreciation and celebration, for facing losses and failures without blame, and for naturally inviting people to learn and identify action where there is momentum and energy.

Using this tool fosters intellectual and emotional energy. People become more willing to fully express their thoughts, feelings, perspectives and desires. This fuels creative, powerful solutions people more enthusiastically own and follow through on.

For Wins ask:

- What feels like a win to you?
- What do you most feel proud of?
- What progress have you made that feels good?

For Losses ask:

- What feels like a loss to you?
- What seems like failure to you?
- What feels disappointing or frustrating?

For Lessons Learned ask:

- What are you learning?
- What are you discovering?
- What lessons do you want to apply moving forward?

TIPS

- Stay within the categories as you engage the process (start with Wins first, then Losses, then Lessons learned).
- Use feel words - "This feels like a loss to me."
- There is no right answer - everyone gets to share their perspective without debate.
- Don't try to problem solve during the process.

WHEN TO USE

- At a department or team meeting.
- In 1-on-1 meetings.
- To coach or review performance.
- When you feel stuck on a project or have lost energy for something.
- When launching a new project or annual plan.



WINS, LOSSES, LESSONS LEARNED

WINS

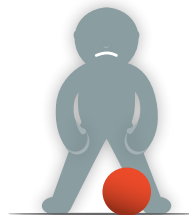
What feels like a win?



WINS

LOSSES

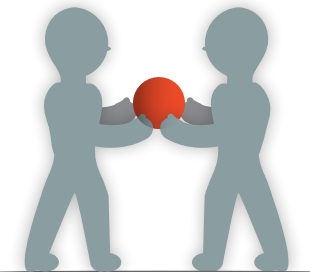
What do you experience as a loss?



LOSSES

LESSONS LEARNED

What are you learning?



LESSONS LEARNED