

Room: John Lemon | 1:10pm

Topic Title: AntiFragility - Learning from disorder. How have we learned from chaos this year?

Initiator: Prateek Singh

SUMMARY HIGHLIGHTS:

Antifragility - gets better when you put stress on

Constraints can help increase creativity. Encourages collaboration and invites new ideas. Improved focus due to the pandemic. We had the clarity to be highly focussed and collaborative. The constraint(pandemic) has been harnessed to create less stress.

Not being able to drive to work has deleted the barrier between home and work. Antifragile example - Get coffee in the morning to create the barrier. Or for a walk.

More intentional opportunities to coach/help because we dont get enough physical cues.

Is there going to be a drop in performance is the wrong question? How can we get better is the better question.

Exposing folks to new projects, environments, co-workers would be how we can continue forward.

Working across departments, industries etc. will help.

What will be the effect of shifting back to semi-remote teams?

Have the options and support the options. We have outdated thinking around containers eg - Meetings and teams.

Stress has to be correlated with choice. Give people the option to take them on. Even the idea of teaching remote was a choice your team had made. They just needed a nudge (I'm guessing) - Mark K

Stressors are needed for growth. A little bit of chaos is good!

After hours cocktails!

Dont hear "Move your card" as much.

An analogy

- Pandemic: we are running a marathon tomorrow. Go do it!
- Better way: Today, can we run a half mile? A few days

Have some of the leadership suggest "blue sky ideas"

- Pick one and try to work toward it

How do we set up systems (so when stress is applied) knows how to react positively?

When a fire starts, what's the best way to prevent it in the future?

- We fight them all the time. Let's not just fight them
- Knowing you have others to help you fight the fire

We (may) not be naturally ready to respond positively all the time.

Have working agreements that improve the team's system and allow for dealing with new stresses.

If you see the problem, you fix it or find its home. The same problem can be seen in different ways from different perspectives.

Be careful about messing with people when injecting chaos.

Use games to introduce the concepts of chaos.

Inject chaos at the team/system level, rather than individual level.

Fear of failure! How do we remove that?