



Experiment Now!
Webinar chat 17th April, 2020

QUESTION: What's one thing you've experimented with during lockdown?

- Karen Waitt: Definitely running workshops via Zoom
- Kini Piper: Morena from Christchurch. We have experimented with collaborative leadership (in a traditionally hierarchical organisation)
- Ashita Dutt: Practicing positive thinking
- Kath Milne: having more balance in my day not to be consumed on technology
new tech tools. chunking my time VERY efficiently! time management
experiments with family organisation!
- Antonia Milkop:
- Meg Hayes: Trying to be upbeat
- Carol-Anne Thacker: How do we meet weekly and get all our products into an electronic form.....,
- Angela Page: Listening to my body's natural rhythm. Not waking up to an alarm and working when I'm feeling freshest.
- Antonia Milkop: exercising every day and getting up at the same time each day regardless of how I slept
- Karen Waitt: Yes happy hour with friends!
- Kini Piper: You and Alicia sound very upbeat Digby :)
- Angela Page: Create a new normal

Carol-Anne : Very different in Aus. each state is doing its own thing
 Antonia Milkop: habits - which ones do we want to keep (and which to drop?!)
 Carol-Anne : Who else is webinarred out!!!
 Karen Waitt: Yes me Carol-Anne (even though I'm pumped for this one)
 Antonia Milkop: yeh totally!!
 Antonia Milkop: projects = initiatives!!
 Kini Piper: At DIA we called everything a 'pilot' ;)
 Antonia Milkop: haha love it Kini

QUESTION: What's your #1 question in regards to experimentation?

Natasha George: What support do I need to make this (my experiment) happen?
 P. Papel: What if I fail?
 Karen Waitt: How much time should I put into it?
 Corinna Chin: How has someone recently experimented with something at work and how did it go?
 Angela Page: What conditions are best for me to generate/create new ideas?
 Natalija Andrejic: At what point do we start experimenting vs info gathering?
 Kini Piper: How long should you stick with it before pivoting?
 Meg Hayes: How do I encourage others to give it a go?
 Fiona Robinson: how do you risk adverse one up leaders comfortable with experiments
 Jana Froehlich: when to 'give up'
 Kath Milne: how to support others too
 Carol-Anne : We are on Sunday a team meeting...without me in control....different timezones.....everyone contributing what they have learnt doing many training sessions, webinars etc...,
 Ashita Dutt: What are my measures of success and failures for me to pivot if needed?
 Andrew Outhwaite: Who is the experiment ultimately intended to benefit?
 Emma Mulhern: What are some recommended experiment implementation strategies?
 Antonia Milkop: @emma - yes love this question

QUESTION: What are the benefits of experimentation?

Antonia Milkop: positive change that makes an impact
 Emma Mulhern: Thanks Antonia, very kind
 Kini Piper: See new patterns
 Kath Milne: giving something a go- starting

Karen Waitt:	Simply get to try something you wouldn't normally
Meg Hayes:	Efficiencies
Antonia Milkop:	improving productivity
Angela Page:	Finding a new strength/string to add to your bow
Corinna Chin:	doing something better than before
cathrine austin:	a change of focus away from problems
P. Papel:	upskilling
Jana Froehlich:	improve life
Fiona Robinson:	safer environment to try things and learn from your mistakes
Meg Hayes:	saving time. new ways of doing things
Kini Piper:	More collaborative when you are in the experimentation space
Natasha George:	No pressure to succeed - just to explore
Carol-Anne :	Less threatening to our clients
Natalija Andrejic:	may lead to a new unexpected direction
Karen Waitt:	Play without too much risk
Jana Froehlich:	maybe nurture curiosity
Andrew Outhwaite:	making explicit (becoming more conscious) of the logic / hypotheses underlying action
martyn pinckard:	new content for new context - lets do some delivery !!
Carol-Anne :	Can also help clients with their needs
Carol-Anne :	can we get a copy Digby I like!!!

QUESTION: what are barriers to experimentation?

Karen Waitt:	Fear of failure
Emma Mulhern:	Time restraints
Antonia Milkop:	how can you get others to engage in experiments? when they don't want to collaborate
REBECCA WARREN:	needing to have all the answers
Angela Page:	What you said before ... delivery vs discovery. We're usually paid to deliver, not discover.
Kini Piper:	Hierarchies of leadership
Carol-Anne :	Thinking styles!
Natalija Andrejic:	looking like we don't have a strategic direction
Kath Milne:	just starting- where to start
P. Papel:	Buy in to the change needed

Jana Froehlich: others are scared of failure...'you sure you wanna do this'?

Meg Hayes: Too much planning and the need to get it right

Fiona Robinson: our own need for perfection

Antonia Milkop: others not seeing the benefits of experimenting

Karen Waitt: Overthinking

Angela Page: Discovery, experimenting and learning is seen as a luxury, or nice-to-have at work

Ashita Dutt: People are generally not interested in trying new things

cathrine austin: people not so keen to play if there is no guarantee re: the outcome - people feeling better about the known

REBECCA WARREN: When I pitched a new initiative as an experiment, my CEO interpreted it as me expecting it would fail!

Antonia Milkop: double diamond methodology is awesome. But a lot of the policy colleagues I work with aren't keen to use it (it's not how ministers want us to 'deliver')

martyn pinckard: we are living in an experiment now

Karen Waitt: Do you need to stop sharing first?

Megan Whitaker: Is the mindset 1 and 2 slide your work Digby - sorry I missed if it was referenced?

Karen Waitt: Nice Digby!

Carol-Anne : Thank you!

Carol-Anne : We can write in this...did it yesterday as a common whyteboard!

Kini Piper: Cluster might not be such a good word any more ;)

QUESTION: Where is your culture?

Antonia Milkop: erratic

Meg Hayes: erratic

Jana Froehlich: erratic

Ashita Dutt: Erratic

Fiona Robinson: anaemic

Karen Waitt: Anaemic

P. Papel: verging on the electric

martyn pinckard: what's to the left of anaemic?

Karen Waitt: Need to experiment more

Kini Piper: Right now the organisation is feeling electric...because of how experimental the tutors are being with moving teaching online...

QUESTION: What can you do to give people more permission to experiment?

Emma Mulhern:	Be open and listen
Fiona Robinson:	do it yourself
Jana Froehlich:	role model it and make it safe
Angela Page:	Model the behaviour you want to see
P. Papel:	anonymous poll
cathrine austin:	give them time - be explicit about it
Meg Hayes:	Positivity and encouragement
Kath Milne:	ask questions and hold space
Antonia Milkop:	getting people to engage/collaborate more -.....work out 'what's in it for them?'
Carol-Anne :	Depends on culture....govt to mining and how we keep the introverted people engaged
Angela Page:	Work through the planning framework together
Natalija Andrejic:	don't ask permission for everything you do

QUESTION: what can you do to help people have a sense of progress & impact?

Antonia Milkop:	Karen had a gem - how do you create and keep momentum in the cycle?
Ashita Dutt:	Take feedback
Natasha George:	Visibility on the progress
Kini Piper:	Celebrate the small successes along the way, rather than the big milestones
REBECCA WARREN:	we discussed creating small milestones
Kath Milne:	encourage self reflection- how Im doing
Carol-Anne :	Great discussion and reminders, small milestones, stop celebrate, Have KPI's and ROI
cathrine austin:	sharing and celebrating learning for its own sake
Antonia Milkop:	visibility without information overload - HOW?!
Meg Hayes:	Share feedback received
Jana Froehlich:	get people to spread their own word (make them talk about it)
Karen Waitt:	We talked about asking them what progress would look like for them, and how they can keep their momentum up
Antonia Milkop:	I thought about putting in a question to contributors - what does progress look like for you (and then make sure they make that happen!)
Karen Waitt:	Great thought Antonia



Angela Page: #ShowYourWorking
Jana Froehlich: share your learnings...and 'failures'...make that normal
Carol-Anne : Celebrate wins!!!
P. Papel: collecting best practices
Antonia Milkop: Frame everything as QUESTIONS!
Karen Waitt: Fabulous Digby!!!
Emma Mulhern: Thank you
Carol-Anne : My thanks Digby and great to meet your all!!
Meg Hayes: Awesome Digby Thanks
Antonia Milkop: thankyou so much...these sessions always inspire me
P. Papel: merci
Kath Milne: thanks Digby- stay safe and well
Antonia Milkop: and worth the time (that I don't have at the mo!!!)
Angela Page: Thanks, Digby. That was really interesting
Karen Waitt: Best webinar I've been on
REBECCA WARREN: thanks