

Team Purpose to Performance™

Module 2 – Paradox and Problem Solving

Module 2 Outcomes

- A. To revisit highlights from module 1 and understand insights that have surfaced since our last session where we developed a draft purpose statement as well as review and align on the (revised) purpose statement
- B. Given our draft purpose statement and the interview data, agree to key strategic themes/objectives (via paradoxes) to address so that it helps us focus on our collective, highest impact work.

This work is informing:

- A. Aligning on what we are trying to solve for (what opportunities and/or challenges) and draft a problem statement and outcomes.
- B. Drafting our game plan with swim lanes of outcomes and high-level milestone for the next 12 months and beyond.

Pework

- A. Watch the first 20 minutes of this [paradox video](#):
- B. Read Quick and Dirty: Paradox
- C. Read Quick and Dirty: Problem Statement
- D. Refresh/reread/read All About Purpose (A Purpose Statement: Definition and Differences) to get your mind back in this space (from Module 1 prework)
- E. Review the Module 1 Highlight doc

- F. Given our dialogue from Module 1 reflect and be ready to share these reflections as well as how it has the purpose work evolved for you from Mod 1, specifically, “What will make us proud of our team 1-2 years from now? What is the work that only this group can do?”
- G. Complete the [Module 1 Quick Assessment](#) if you haven’t done so already

Topic	Content	Min
Welcome & Purpose Revisit, Advance and Land	Welcome Back <ul style="list-style-type: none"> ▪ Leader kicks off, sets context (5') ▪ Journey overview and today’s agenda (5') ▪ Reflections, insights and BFO’s (10') Remember: <ul style="list-style-type: none"> ▪ Preventions ▪ Mindset matters (thoughts – actions – outcomes) - where is your mindset right now? Purpose Statement <ul style="list-style-type: none"> ▪ What is the reaction of the updated statement? 	45'
Paradox Overview & Process	<ul style="list-style-type: none"> ▪ Definition ▪ Why to Use ▪ Examples ▪ How to Create a Paradox Statement ▪ Paradox Draft: Individual & Pairs 	45' Includes a 5' break
Paradox: Clarify	<ul style="list-style-type: none"> ▪ Review the individual paradoxes in one document ▪ What questions do we have? ▪ Review –draft paradoxes that were created after meeting 	20'



Narrow the list – filter through Criteria for Selecting your Top 3-5 Paradoxes	Criteria: <ul style="list-style-type: none">• What’s in our sphere of influence/control?• What is the work only we can do?• What work will have the highest impact? <ul style="list-style-type: none">• Reminder: The outcome of this section is to agree on the work that you are going to focus on collectively and what you’re not going to focus on.	50’ (includes 5 min break)
B R E A K		5’
Homework set up by paradox Strategic/Objectives (O in the OKR) Themes	The purpose of this section is to assess and agree on our strategic themes for our game plan. What: Strategic themes are the Objectives in the OKRs that are going to populate the left side of our game plan to get us closer to achieving our purpose. Strategy is all about delivering on our purpose.	10’
Bringing it All Together	<ul style="list-style-type: none">▪ Recap and Next Steps▪ Google Form▪ Plus/ delta▪ What was most useful about this time together?▪ Mod 3 overview for TBD	15’
Adjourn		