

## Discussion Guide: What Can We Do Differently?

**Objective:** To help your team to achieve more with less struggle.

**Time Required:** 30 minutes

**Background:** Teams that achieve exceptional results with greater ease, are not focused on working harder or longer, but better. In order to achieve more with less struggle, teams need to regularly ask themselves, ‘what do we need to do differently?’. If what a team is doing isn’t working, isn’t producing the results they need, or isn’t creating a healthy, motivating and productive environment – then it is up to the team and leader to change it.

### Steps:

1. Introduce the purpose of the meeting by sharing information from the background above.

Note: It is very helpful to acknowledge how hard the team has been working and to take time to celebrate and recognize the team’s achievements. Remember: the purpose of this meeting is to help the team to struggle less by finding new and better ways of approaching the work and one another.

2. Introduce the question by simply asking: “What do you think we can do differently to achieve even better results?”

Note: You can replace “achieve even better results” with any goal you and your team are working towards. The goal is to look for new and better ways of achieving it.

3. Encourage people to share ideas and remind your team members that all ideas are welcome because you never know what the team might come up with. The goal is to get creative and to begin to let go of traditional ways of doing things.
4. Capture ideas (ideally on a flip chart for everyone to see)
5. Identify at least one thing your team can do differently going forward (ideally, you’ve come up with a couple).

### Next Steps:

Repeat the steps above once a month to check in. This question can often lead to uncovering processes that just don’t work anymore, or bottlenecks or issues within the team that can easily be resolved but have been swept under the rug because people are so focused on working with their heads down.