

## Experience Guidelines

1. In breakout room pairs, independently type a 1-word noun into the chat **but do not send yet!**
2. Count to 3 and then **send!**
3. **If . . .**
  - you both typed the same word, **you have achieved success!**
  - you didn't both type the same word, keep following these instructions . . .
4. Next, type a 1-word noun into the chat that, in your mind, connects the first 2 nouns **but do not send yet!**
5. Count to 3 and then **send!**
6. **If . . .**
  - you both typed the same word, **you achieved success!**
  - you didn't both type the same word, repeat the above steps connecting your 2 new nouns each time, until you match or until time runs out



## Discussion Questions

- How do you feel when you're on the same page as others?
- What are challenges you encounter on your way to being on the same page?

# Workshop Summary



## Experience: Starting Up a Startup

Teamwork Micro-Skills		<p>▶ <b>Swift Trust</b> Establishing a mutual perception of each other's dependable competence through a short series of initial interactions that uphold expectations.</p>
		<p>▶ <b>Implicit Information Sharing</b> Conveying subjective information clearly and directly to a recipient who did not previously have that information.</p>
LETS Workbench	Team Charter, Situational Awareness Chart	
Key Takeaway	<b>“It’s not about the work you do, it’s about who you are when you do it.”</b>	

*It's not about the work you do, it's about who you are when you do it.*



## Team Charter

In order to ensure that your team is on a trajectory toward becoming a strong and cohesive unit, create a charter (using this template) that will define a set of norms and expectations. Discuss and record decisions made for each of the following sections:

**Team Name**

**Strategy for making decisions as a team**

**Strategy for being inclusive of team members' ideas**

**Strategy for resolving disagreements**

# Experience: Starting Up a Startup

*It's not about the work you do, it's about who you are when you do it.*

## Experience Guidelines (Part 1)

- You are launching a new startup in 1 month!
- You will be paired with one colleague.
- Begin by using the Situational Awareness Tool to reach consensus around important factors of successful businesses.
- The two of you will, together, choose 2 nouns in the chat that are from the opening Mind Meld game. You will use those 2 nouns as your guide to answering the Business Plan Questions that follow.

Note: Each team should designate a facilitator and spokesperson for this experience.



## Situational Awareness Chart

<b>What is important?</b> List 3 important elements/ideas for what makes a business successful.	1.
	2.
	3.
<b>Which is most important?</b> Agree on a prioritization of how those 3 success factors get to be incorporated, with 1 being the most important to ensure you've incorporated and 3 being the third most important (aka it may or may not end up being considered during this exercise).	1.
	2.
	3.
<b>Watch to see how priorities play out.</b> Watch to see how priorities play out—Reevaluate previous prioritization of success factors and iterate a new version of the list.	1.
	2.
	3.

## Business Plan Questions | Sample Responses

<b>Which 2 nouns did you choose?</b>	<i>Calculator &amp; Headband</i>
<b>What is your product?</b>	<i>A headband that measures the number of thoughts a person has in a given period of time.</i>
<b>What's the name of your product?</b>	<i>ThoughtBit</i>
<b>What is the persona of your target market?</b>	<i>Sarah, a 35-year-old PhD in Physics who, as a university professor, is up for tenure one year from now. She is determined to show that, in addition to her publications, she is also producing an incredible number of thoughts.</i>
<b>Any other important information or ideas to share?</b>	—

## Business Plan Questions (Part 1)

<b>Which 2 nouns did you choose?</b>	1.
	2.
<b>What is your product?</b>	
<b>What's the name of your product?</b>	
<b>What is the persona of your target market?</b>	
<b>Any other important information or ideas to share?</b>	

## Experience Guidelines (Part 2)

You have merged and are launching a new startup in 1 month!

- You will be paired with another team.
- Your new team, together, will combine 3 of your nouns.
- You will then use those 3 nouns as your guide for answering the Business Plan Questions (Part 2) below.

### Business Plan Questions (Part 2)

<b>Which 3 nouns did you choose?</b>	1.
	2.
	3.
<b>What is your product?</b>	
<b>What's the name of your product?</b>	
<b>What is the persona of your target market?</b>	
<b>Any other important information or ideas to share?</b>	

# Debrief Session: Starting Up a Startup

## Questions to Consider

- What was your experience as your business ideas shifted?
- Compare what it was like for you when deciding . . .
  - Individually
  - With other members of your team
  - As a team, with other teams

## Notes & Reflections



Notes about collaboration within & between teams

Other reflections on this activity

# Workshop Summary



## Experience: Starting Up a Startup

Teamwork Micro-Skills	 <ul style="list-style-type: none"><li>▶ <b>Swift Trust</b> Establishing a mutual perception of each other's dependable competence through a short series of initial interactions that uphold expectations.</li></ul>
	 <ul style="list-style-type: none"><li>▶ <b>Implicit Information Sharing</b> Conveying subjective information clearly and directly to a recipient who did not previously have that information.</li></ul>
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Key Takeaway	<b>“It’s not about the work you do, it’s about who you are when you do it.”</b>



## Transfer Action Plan

### S.M.A.R.T. Goals

Specific Measurable Attainable Result-Oriented Time-Specific

#### Example

<p><b>Action #1—Individual Goal</b></p> <p><b>I want to . . .</b> Enter into meetings with a more open mind. <i>(Specific, changeable behavior)</i></p> <p><b>&amp; see how well I can accomplish this by . . .</b> December 1, 2021 <i>(Month / Day / Year)</i></p> <p><b>I will know I have accomplished this goal because . . .</b> I will not be the first to share my ideas in meetings so that I can listen first. <i>(A way to observe or measure success)</i></p>	<p><b>Action #2—Team Goal</b> <i>(Discuss &amp; Decide Together)</i></p> <p><b>We want to . . .</b> Take more time getting to understand the goals of other teams for each project we work together with them on. <i>(Specific, changeable behavior)</i></p> <p><b>&amp; see how well we can accomplish this by . . .</b> December 15, 2021 <i>(Month / Day / Year)</i></p> <p><b>We will know we have accomplished this goal because . . .</b> We will have set aside 30 minutes to discuss this at a project kick-off meeting. <i>(A way to observe or measure success)</i></p>
<p><b>Action #1—Individual Goal</b></p>	<p><b>Action #2—Team Goal</b> <i>(Discuss &amp; Decide Together)</i></p>
<p><b>I want to . . .</b></p> <p><i>(Specific, changeable behavior)</i></p>	<p><b>We want to . . .</b></p> <p><i>(Specific, changeable behavior)</i></p>
<p><b>&amp; see how well I can accomplish this by . . .</b></p> <p><i>(Month / Day / Year)</i></p>	<p><b>&amp; see how well we can accomplish this by . . .</b></p> <p><i>(Month / Day / Year)</i></p>
<p><b>I will know I have accomplished this goal because . . .</b></p> <p><i>(A way to observe or measure success)</i></p>	<p><b>We will know we have accomplished this goal because . . .</b></p> <p><i>(A way to observe or measure success)</i></p>