

PROJECT BASED LEARNING

Little Big Experiment[©]

An idea that is developed and put into action is more important than an idea that exists only as an idea.'

—Edward de Bono

The current rate of change means leaders must master new ways of leading. In addition to setting the direction and implementing it effectively, leaders must unleash their team's natural curiosity to explore and find new, better, and more efficient ways of working.

Today's leaders must find the balance between execution and purposeful experimentation. Purposeful experimentation empowers employees to make good decisions on their own and accelerate innovation and improvements.

GRIST's Little Big Experiment[©] is a 13-week, on-the-job, practical experiment that inspires teams to find new solutions to their business problems. The aim is to identify small changes that yield big results.

Key components

- Define the problem
- Ideate possible micro-behavioural solutions
- Plan implementation, including communication and activities
- Apply ACDC coaching methodology
- Review progress and check in with peers/facilitator
- Pivot what's not working and amplify what is
- Embed new habits with the team
- Document and celebrate success

WHAT THE NUMBERS SAY

Major Australian bank moved
NPS
from No. 3 to
No. 1
in the country

100%
of clients
recorded internal
organisational
engagement
uplift

Sales & service-based clients all reported
millions
in new revenue;
MORE
in saved costs

See our case studies here: gristconsulting.com.au/case-studies

Program outcomes for participants

Equips leaders with the skills and tools to:

- identify and rectify performance problems through leadership activities
- engage their team early to understand the root (behavioural) cause of the problem
- ideate on and experiment with solutions
- support the team to change behaviour
- measure the impact of the change
- recognise success or pivot quickly if the solution isn't having an impact
- deliver results
- innovate and refine approach.

Program duration

Little Big Experiment[©] is a project-based program across 13 weeks

- 1-2 day face-to-face launch
- 3 x 3-hour face to face or VILT masterclasses
- 3 x 1-hour work-in-progress
- check-ins (virtual)

Pre-work

- Optional: self-paced coaching online. Learn more at: gristconsulting.com.au/the-gist