

GREAT Reflection

questions
for teams to
review the
last year

3 Start, stop, keep, tweak

What worked
well?

What
didn't
work
well?

So what?
more/less
of?
start, stop, keep, change?

1 Recognise Highs + Lows

What were
the top
3 highs?

What were
the 3
major
lows?



4 Wellbeing

What caused us the most
STRESS and how could we
navigate it better in
the future?



2 Lessons learned

What enabled or motivated
us to reach those 'HIGHS'?

How did we successfully
move through the 'LOWS'?

5 Gratitude

What were
each of us most
grateful this past
year + how can we
take that into
the next?



eyes + associates

Team Meeting Reflections

Leslie Ekas, Scott Will



Team Meeting Reflections:

Trends and Issues in Action Learning Practice Yonjoo Cho, Hyeon-Cheol Bong, 2013-01-04 Dynamic workplaces demand continuous employee learning and development to keep up with current and effective organizational contexts Action learning is among the most widely used and effective interventions for leadership and organizational development around the world This timely book provides readers with the first comprehensive account of the history and evolution of action learning in South Korea informing practitioners and researchers on the best practices of action learning and how they can be modified to fit different cultural contexts Unlike most literature on action learning which focuses on implementation strategies in Western contexts Trends and Issues in Action Learning Practice details a uniquely Korean perspective South Korean companies engage actively in action learning programs as a tool for leadership and organization development helping them adapt to global markets and a rapidly changing management environment Key success factors from twenty years of South Korean action learning presented through representative case studies and research conducted by both academics and professionals highlight the importance of culture in action learning and provides readers with insights and advice for future international research and practice

Multi-Family Therapy Eia Asen, 2010 Multi Family Therapy MFT involves the bringing together of different families in a therapeutic context in order to work jointly to overcome each of their specific and very individual problems This innovative book combines the theory and concepts of MFT with detailed practical examples of techniques and exercises which have been proven to help with problematic children teenagers and adults In this book Asen and Scholz discuss how MFT has been developed over the past 30 years and has been applied nationally and internationally across a range of settings with a variety of clients including Children and teenagers who are excluded from school Multi problem families with abuse and violence who challenge social workers and the legal system and Children teenagers and adults who present with mental health issues Multi Family Therapy Concepts and Techniques is written for professionals in mental health social work and education Its unique pragmatic approach makes it an essential guide for anyone wishing to employ MFT

Daily Reflections for Educators, Coaches, Leaders, and Life Constant Hine, 2024-06-25 With Daily Reflections for Educators Coaches Leaders and Life build a practice of daily reflection to transform your teaching and leadership Reflection is the best way to bring sticky sustainable change Developing a reflective mindset helps us become self empowered lifelong problem solvers who create meaningful and fulfilling lives both personally and professionally Coaches leaders and all agents of change in early childhood education need to hone their own reflective practices not only to gain self awareness and make mindful decisions but also to facilitate reflection with the people they support Through reflection we make intentional choices to achieve the success we desire Reflection is not an event not just an activity but a lifestyle This book offers 12 reflective themes for cultivating both personal and professional self realization and becoming a transformational change agent who helps others do the same There are 365 entries one for each day of the year Each entry

has a quotation with a commentary to feed the day's reflection as well as a suggestion for reflective practice One entry every week offers the opportunity to review the previous week or sets up a focus for the coming week Mathematicians' Reflections on Teaching Sepideh Stewart, 2023-08-07 This book opens the case on collaboration among mathematicians and mathematics educators The authors of this book provide their research and experience based insights on collaboration to inspire the young generation of the mathematics community to engage in productive collaborations and exchange of knowledge early in their careers These valuable collaborations are anticipated to generate innovative research questions that set new and novel paths for mathematics education research with ample possibilities yet to be realized and discovered

Being Agile Leslie Ekas, Scott Will, 2014 Break the Old Waterfall Habits that Hinder Agile Success Drive Rapid Value and Continuous Improvement When agile teams don't get immediate results it's tempting for them to fall back into old habits that make success even less likely In Being Agile Leslie Ekas and Scott Will present eleven powerful techniques for rapidly gaining substantial value from agile making agile methods stick and launching a virtuous circle of continuous improvement Drawing on their experience helping more than 100 teams transition to agile the authors review its key principles identify corresponding practices and offer breakthrough approaches for implementing them Using their techniques you can break typical waterfall patterns and go beyond merely doing agile to actually thinking and being agile Ekas and Will help you clear away silos improve stakeholder interaction eliminate waste and waterfall style inefficiencies and lead the agile transition far more successfully Each of their eleven principles can stand on its own when you combine them they become even more valuable Coverage includes Building whole teams that cut across silos and work together throughout a product's lifecycle Engaging product stakeholders earlier and far more effectively Overcoming inefficient waterfalls and big batch waterfall thinking Getting past the curse of multi-tasking Eliminating dangerous technical and project debt Repeatedly deploying release ready software in real user environments Delivering what customers really need not what you think they need Fixing the root causes of problems so they don't recur Learning from experience mastering continuous improvement Assessing whether you're just doing agile or actually being agile Being Agile will be indispensable for all software professionals now adopting agile for coaches managers engineers and team members who want to get more value from it and for students discovering it for the first time The Hansei Way Kazuo Takahashi, 2025-08-07 In a world of rapid decisions shallow praise and reactive leadership The Hansei Way offers a refreshing alternative a reflective intentional path rooted in the timeless Japanese tradition of Hansei self-awareness through structured self-reflection This breakthrough book bridges Eastern philosophy and modern leadership science equipping professionals entrepreneurs and change makers with the skills to transform not only how they lead but how they live Inside this transformative guide you will discover how to Master the Hansei Cycle to improve decisions resolve conflict and inspire teams Apply reflection based frameworks to accelerate career and personal growth Replace self-criticism with strategic self-awareness and emotional intelligence Build resilient high

performing teams through accountability without blame Cultivate daily habits that rewire thought patterns and unlock leadership clarity Use Japanese linguistic logic to reshape your identity and communication style Create psychologically safe environments where trust growth and innovation thrive Whether you re a CEO educator creative or aspiring leader this book gives you a blueprint to lead with calm confidence turn failure into insight and create a personal legacy defined by growth not ego If you re ready to replace reactive habits with reflective mastery this is the guidebook you ve been waiting for

Schools as Professional Learning Communities Sylvia M. Roberts,Eunice Z. Pruitt,2009 Build a community in your school and improve learning outcomes with this one stop sourcebook that features the latest educational issues new research based strategies and activities and more

Leveraging the ePortfolio for Integrative Learning Candyce Reynolds,Judith Patton,2023-07-03 The fruit of the authors more than 15 years of using and writing about ePortfolios in general education and disciplinary programs and courses this book is a comprehensive and practical guide to the use of the ePortfolio as a pedagogy that facilitates the integrative learning that is a central goal of higher education Faculty and administrators of programs using ePortfolios can use this guide to help their students work individually on an ePortfolio or as part of a class or program requirement Readers will discover through examples of student portfolios and targeted exercises how to assist students in making their learning visible to themselves their peers their instructors and their future employersWhile interest in ePortfolios has exploded because they provide an easier and more comprehensive ways to assess student learning than traditional portfolios and because they have the potential to transformatively develop students ability to connect and apply their knowledge faculty and administrators all too often are disappointed by the lackluster ePortfolios that students submit Reynolds and Patton demonstrate how systematically embedding practices in the classroom that engage students in integrative learning practices dramatically improves outcomes The authors describe easy to use and practical strategies for faculty to incorporate integrative ePortfolios in their courses and curricula and create the scaffolding to develop students skills and metacognition The book opens by outlining the underlying learning theory and the key concepts of integrative learning and by describing the purpose structure and implementation of ePortfolios Subsequent sections cover classroom practices and assignments to help students understand themselves as learners make connections between course content their personal lives and to the curriculum bridge theory to practice and consider issues of audience and communication and presentation in developing their portfolios The book goes on to cover technological issues and assessment with a particular emphasis on the use of rubrics and concludes with explicated examples of ePortfolios created in a first year program ePortfolios created by graduating students career oriented ePortfolios and lifelong ePortfolios For both experienced faculty and administrators and readers just beginning to use ePortfolios this book provides a framework and guidance to implement them to their fullest potential

Learner-Centered Leadership Arnold B. Danzig,Kathryn M. Borman,Bruce A. Jones,William F. Wright,2017-09-25 Many new approaches to school improvement are being proposed in the current climate

of assessment and school accountability This book explores one of these approaches a new model of leadership training known as Learner Centered Leadership LCL It is built around the fundamental idea that learning and learning communities are natural processes that when properly harnessed can lead to the highest levels of professional engagement and problem solving Key features of this exciting new approach to school leadership include the following Broad based and Generative The book s narratives vividly illustrate the extraordinary ability of LCL to generate new approaches to leadership development For example encouraging and assisting school leaders to reflect on their own leadership attributes relative to the implementation of the school mission to ensure high teacher efficacy and student learning In this respect the volume contributes significantly to the field of school leadership and professional development by extending above and beyond a narrow focus on instructional leadership Practice Oriented By creating communities that encourage conversation and analysis the new data driven models of school improvement are more likely to be successfully implemented Without analytical discourse the process of interpreting school data and transforming it into practice would be largely lost Conceptually Appropriate The realization that everyone within a school students teachers administrators belongs to the same learning community minimizes status differences and encourages teamwork The LCL administrator is much less likely to be authoritarian and power oriented and much more likely to be transformative and student outcome focused This book is appropriate for master s level courses and certification seminars and for inservice workshops dealing with school leadership

ACTS Retreat Manual ACTS Missions,2020-06-12 The intent of the ACTS Retreat Manual is to provide all priests deacons and lay ACTS Retreat Team leaders and members with the necessary information to facilitate the ACTS Retreat process in a way that grounds the experience in the invitation to encounter Jesus Christ and be His disciple Leadership Levers Diana Jones,2021-11-03 There s an epidemic of leadership failure whether something as small as a meeting or as large as implementing enterprise wide change Leaders know that sinking feeling when a gap emerges between themselves and the groups they most need to engage with Leaders and business schools are looking in the wrong places for the cause What holds most leaders back as if their foot is always on the brake is their failure to engage and gain alignment This book shows the reasons why Leaders rarely recognise that Shaping group behavior is describable as a process which they can learn Instead they unconsciously fall into relationship patterns influenced by early family experiences Informal relationship patterns have a dramatic effect on results which is why birds in flight manage to alter course without bumping into each other Leadership and collaboration are primarily a matter of principles and process and not personality and content alone If leaders master the process they achieve consistent results This book reveals the leadership levers to release the power of relationships for exceptional participation alignment and results in organizations It enables leaders to mine the brilliance that often lies dormant and untapped within their organizations Readers will have the principles and tools to go beyond the agenda truly engage with those around them and release untapped capacities within their organizations These qualities and

skills will inspire associates and employees *New Theory and Practice of Transactional Analysis in Organizations* Sari van Poelje, Anne de Graaf, 2021-11-11 This innovative book presents state of the art thinking on using transactional analysis TA to change the structure relationships and culture in organizations The book is arranged according to the three levels of organizations described by Eric Berne the structural interpersonal and psychodynamic levels and the chapters expand on his concepts at each level With contributions by an international range of authors incorporating a selection of practical case studies the book illuminates key themes including group and team dynamics psychological safety emotion and most foundationally boundaries Exploring the tensions of boundaries that can determine both the stability of a system as well as its innovative potential this book provides a strong structural framework for TA coaches consultants and analysts as well as other professionals working with and within organizations Critical Reflections Center for Creative Leadership (CCL), Christopher T. Ernst, Andre Martin, 2011-08-31 Critical Reflections is a process that leaders can use to help their groups learn lessons from key events positive or negative The basic process is short and simple It begins with a key event and includes three stages exploring reliving the event and sharing perceptions of what happened reflecting reaching an understanding of how and why it happened and projecting harvesting lessons for the future The goal is to create a specific action plan that will set the stage for a productive future **The Routledge Companion to Drama in Education** Mary McAvoy, Peter O'Connor, 2022-05-23 The Routledge Companion to Drama in Education is a comprehensive reference guide to this unique performance discipline focusing on its process oriented theatrical techniques engagement of a broad spectrum of learners its historical roots as a field of inquiry and its transdisciplinary pedagogical practices The book approaches drama in education DE from a wide range of perspectives from leading scholars to teaching artists and school educators who specialise in DE teaching It presents the central disciplinary conversations around key issues including best practice in DE aesthetics and artistry in teaching the histories of DE ideologies in drama and education and concerns around access inclusivity and justice Including reflections lesson plans programme designs case studies and provocations from scholars educators and community arts workers this is the most robust and comprehensive resource for those interested in DE s past present and future Design Thinking Research Larry Leifer, Hasso Plattner, Christoph Meinel, 2013-08-19 This book summarizes the results of Design Thinking Research carried out at Stanford University in Palo Alto California USA and Hasso Plattner Institute in Potsdam Germany The authors offer readers a closer look at Design Thinking with its processes of innovations and methods The contents of the articles range from how to design ideas methods and technologies via creativity experiments and wicked problem solutions to creative collaboration in the real world and the connectivity of designers and engineers But the topics go beyond this in their detailed exploration of design thinking and its use in IT systems engineering fields and even from a management perspective The authors show how these methods and strategies work in companies introduce new technologies and their functions and demonstrate how Design Thinking can influence as diverse a topic area

as marriage Furthermore we see how special design thinking use functions in solving wicked problems in complex fields Thinking and creating innovations are basically and inherently human so is Design Thinking Due to this Design Thinking is not only a factual matter or a result of special courses nor of being gifted or trained it s a way of dealing with our environment and improving techniques technologies and life

Reordering Theological Reflection Helen Collins,2020-07-10 Offering an alternative to the usual models of theological reflection this careful and helpful guide demonstrates to students the possibilities which emerge when the starting point for theological reflective practice

Evaluative Inquiry for Learning in Organizations Hallie Preskill,Rosalie T. Torres,1999 How does evaluative inquiry contribute to your organizational learning How do you practice evaluative inquiry to maximize individual and team learning Offering you a way of thinking about and conducting evaluative inquiry in every kind of organization Evaluative Inquiry for Learning in Organizations provides a data based approach to organizational learning and change By focusing on the use of evaluative inquiry processes within organizations rather than across large scale multisite programs authors Hallie Preskill and Rosalie T Torres are able to bridge the gap between what research says about individual team and organizational learning and what it says about evaluation The authors lay the foundation and context for evaluative inquiry by including How organizations are changing What it means to learn at the individual team and organizational levels The four learning processes that facilitate evaluative inquiry Through the use of an illustrative case the authors guide you through the three phases of evaluative inquiry from focusing the inquiry to developing action plans Also included are interviews from four different organizations Land O Lakes Colorado Department of Education Ford Motor Company and Presbyterian Hospital and Healthcare Services These interviews allow you to hear how participants perceived and experienced these procedures This exciting volume concludes with additional considerations when practicing evaluative inquiry including an exploration of the evaluator s role and challenges to implementing evaluative inquiry in today s organizations Written for evaluators managers consultants and trainers Evaluative Inquiry for Learning in Organizations shows you how to integrate evaluative inquiry into your organization s work processes so that its members are better able to make their organizations successful

Culture by Design Hugo Metcalfe,2024-12-20 Culture by Design is about shifting focus from solely organisational outcomes and performance towards organisational culture and wellbeing It bridges the gap between two key organisational goals a the drive for improving performance outcomes and staff retention and b strategies to encourage employee wellbeing motivation and engagement within the workplace For too long organisations have focussed on each of these goals individually with improvements in one area often coming at the expense of the other This book demonstrates that this does not need to be the case that what is required is a shift in perspective towards a culture focussed approach where improved outcomes performance and engagement are the added bonuses of a happy connected staff team You may be familiar with the phrase Happy bees work harder this book demonstrates the fundamental truth in that statement and illustrates that What is good for

the bees is good for the hive Through practical strategies and real world examples this book reveals that the application of evidence led self directed and cost effective strategies can support any organisation to cultivate the culture they need to encourage the outcomes they want This book offers a synthesis of theory and practice from organisational and social psychology neuroscience and systems dynamics alongside examples of practical tools you can start using today to offer a roadmap to cultivating a workplace culture that supports the wellbeing and performance of the organisation as a whole Whether you are an HR director People Manager C Suite Team member or Wellbeing and Culture Lead this book is relevant to Leaders in organisations of any size If you are interested in what works when it comes to improving staff wellbeing how to go about the process of culture change or who makes the tea and why it matters then this book is for you *The Process of Business Model Innovation* Georg Stampfl,2015-12-03 Georg Stampfl explores in detail the nature of business model innovation processes in established companies from the organizational and the individual perspective He outlines when and why the process of business model innovation is started how the process of business model innovation unfolds and what contributes to or inhibits success Moreover the author investigates how individuals discover new business models and how innovation teams collaborate in business model innovation projects Based on these insights the author provides helpful guidelines on how companies can tackle the business model innovation challenge **Reflection for Nursing Life** John McKinnon,2016-01-29 Over the past decades reflection has taken centre stage in nursing education but it is easy to get stuck in a superficial cycle of storytelling and self examination without getting any further insights into your own practice and abilities *Reflection for Nursing Life* starts with a basic introduction to reflective practice and moves through to look at more critical perspectives with guidance for reflecting on the complex realities of practice This accessible text is designed to support a deeper understanding of the value of reflection and its relationship with the needs of modern practice Beginning with discussions of self awareness and the reflective cycle it goes on to explore ideas about critical incidents critical reflection models and transformational learning It integrates cutting edge neuro scientific research and thinking about emotional labour and intelligence in healthcare into mainstream reflective practice drawing on both new and established ways of guiding learning and professional judgment *Reflection for Nursing Life* includes numerous exemplar reflective narratives diagrams and exercises to help the reader identify their strengths and weaknesses whilst tips for overcoming weaknesses and developing strengths are also provided It is the ideal text for nursing students and practitioners looking to improve their reflective practice skills

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