

# The Power of Debriefing

**Debriefing is a powerful self reflection, team and leadership strategy to maximise learning, improve cohesiveness and enhance performance.**

- If we faced this exact situation again, what could we do to get even a 10% better outcome?
- What surprised us about this outcome?
- What assumptions did we have that turned out to be wrong?
- 3 strengths and 3 weaknesses with how we managed this?
- Break the project down into separate scales that have relevance, and have individual leaders scale their view of performance on a scale 1-10. What it would look like if we were 1 point higher next time?
- .Model your own self reflection equally about successes and failures.
  - i. How well did we collaborate? 1-10
  - ii. How well did we access external expertise 1-10
  - iii. How effective was our process? 1-10?
  - iv. How happy were we with the quality of what we submitted?

Discuss each team member's score and agree on a decision for future events.

- Have a process for providing your team with personal reflection space in 1-1s
- Integrate a team habit of 'Lessons Learned' in regular meetings.
- If team the is virtual or you have a large number of stakeholders, automate a quick pulse survey and share combined results.