

SELECTED WORKSHOP SLIDES

Engineering effectiveness

Facilitated working session for a global manufacturing company

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What gets in the way of change?

Whole group · about 3–5 min

**Even when people see a better way,
what can prevent them from trying it or
making it stick?**

Call out ideas. We'll capture them together.

Consider people, processes, systems, time and resources.



Productive conflict



Productive conflict

How we handle disagreement shapes what it makes possible.

CURRENT REALITY

What are we experiencing?

DESIRED FUTURE

What would we like to experience?

THE GAP

What must we discuss
to close the gap?

Three posters, three sticky notes

Individual posting · about 5–7 min

Q5

CURRENT REALITY

One pattern: helpful or limiting

EXAMPLE

“Decisions are reopened after we leave the review.”

Q6

DESIRED FUTURE

One visible improvement

EXAMPLE

“Everyone knows what was decided and who owns the next step.”

Q7

CLOSING THE GAP

One question or change

EXAMPLE

“Clarify who can reopen a decision and what new evidence is needed.”

One idea per note. Short statements. Large, readable writing.

Gallery walk in three groups

Three posters · about 9 min



Synthesize · about 3 min

01 Start

Form three groups. Each starts at a different poster.

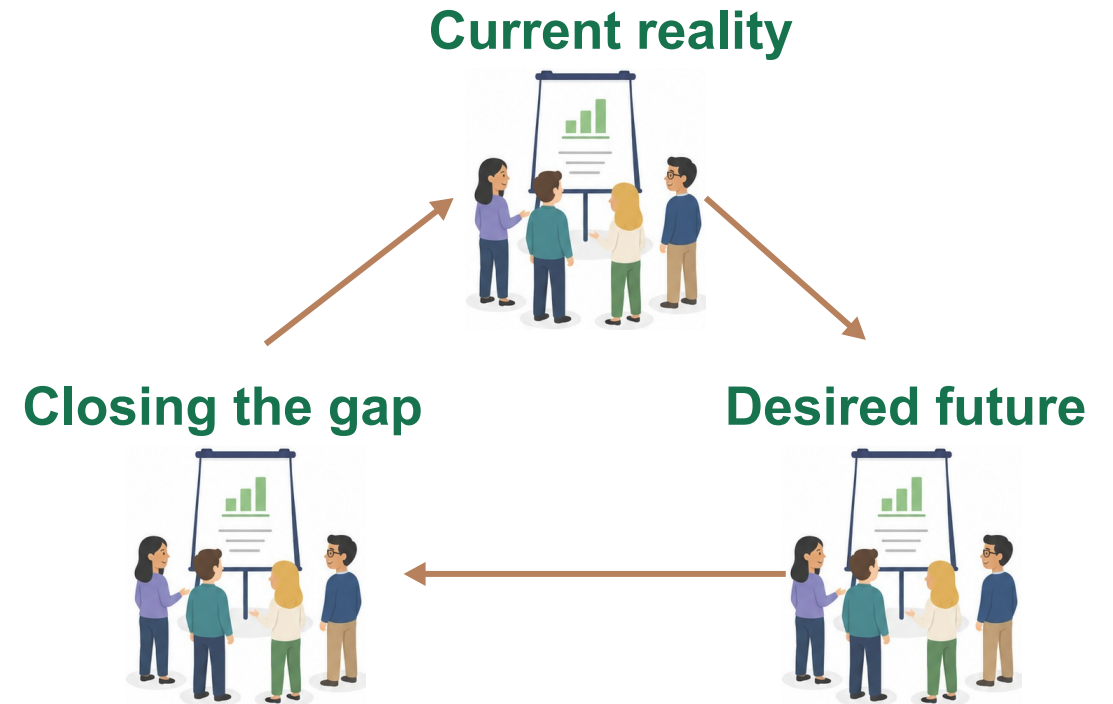
02 Rotate

Read and discuss for about 3 minutes. Rotate together when prompted.

03 Bring back

Then spend about 3 minutes to choose one pattern and one question.

Everyone contributes; choose one person to report back.



Questions for peer review

Use these questions during each visit

What would strengthen this proposal?

Offer a specific suggestion or a relevant example.

What might be missing or assumed?

Consider affected people, evidence, dependencies, and trade-offs.

What needs clarification before we can support it?

Identify the most important question or concern.

Leave written feedback at the station. Capture useful ideas for your group.

A proposal we can act on

Included in the group work time

The proposed change

State the scope, expected improvement, and necessary checks.

The first step

Propose an owner, a due date, and any approval or support needed.

The follow-through

Suggest a measure and review date. Identify remaining uncertainties.

These are proposals until the whole group confirms the decisions.