

After Action Reviews

A structured review or de-brief process for analysing **what** happened, **why** it happened, and **how it can be done better** by the participants and those responsible for the project or event

Peer Assists

Bringing in people from other team/s, for an exchange of knowledge about the challenge, project, task at hand.

Knowledge Asset

Artifact containing guidance on a specific area of practice.

It is validated, collated and structured, and contains know-how.

Lessons Learned

A facilitated process to capture lessons learned, provide feedback, and make recommendations from recent events or initiatives. Allows you to improve performance and share knowledge across the organisation, enabling you to constantly learn at the enterprise level.



*LEARNING BEFORE,
DURING, AND AFTER
on the Bird Island and in
your organisation.*

Experience Capitalisation

Transform individual and institutional experience and knowledge into capital that can be used in future.

It is future-orientated and aims at a change in institutional practice.

Knowledge Expeditions

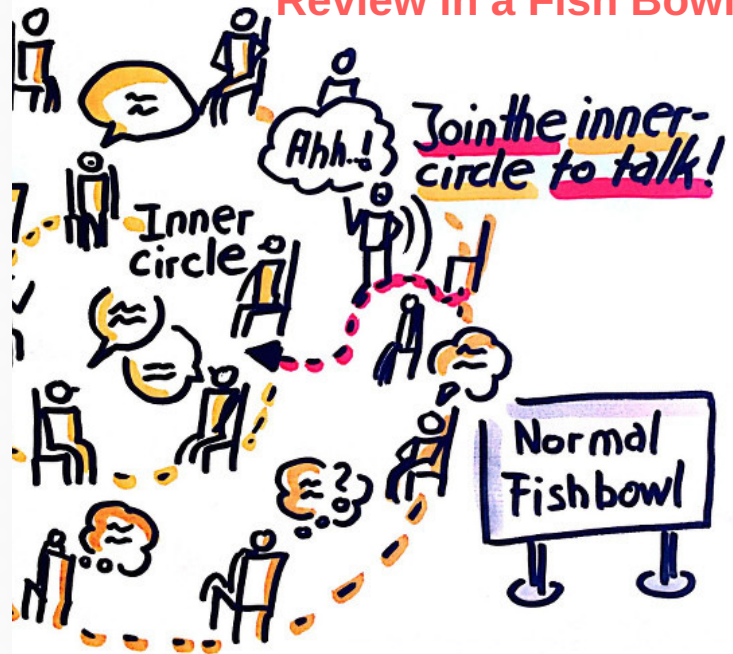
A purposeful exploration of the equipment a knowledge worker needs. Participants grapple with the same challenges.

Liberating Structures

Liberating Structures introduce tiny shifts in the way we meet, plan, decide and relate to one another. They put the innovative power once reserved for experts only in hands of everyone.

www.liberatingstructures.com

Next time, do your After-Action Review in a Fish Bowl.



We can and should learn from success as well!

Success led the Ducati racing team to stop learning, and only a perceived failure caused it to start again. After its disappointing third-place finish, the team re-examined its approach to developing bikes.



Why Leaders Don't Learn from Success
Harvard Business Review, April 2011