



MIRROR
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Self-managed alignment for teams
- in about 5 minutes per week

You've invested time in getting up to speed...

Why we are here

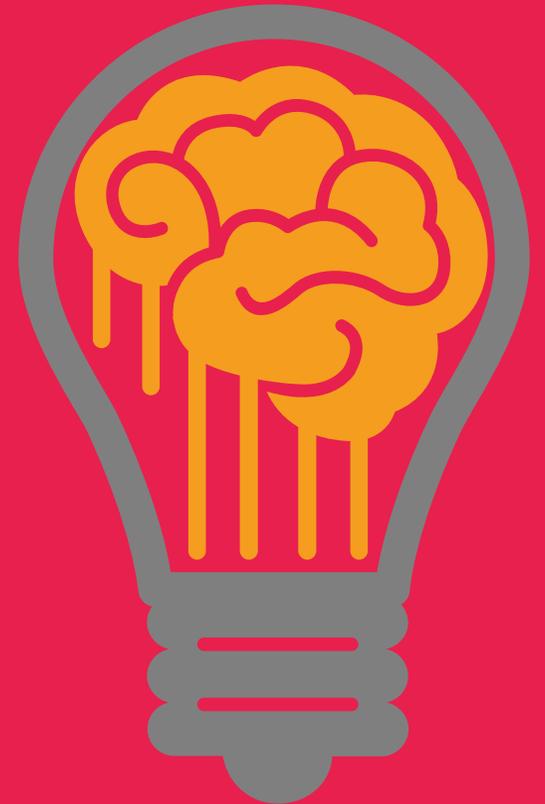
What we are doing

Where we are going

Who is contributing

How are doing it

When we can get it done



... and you've sifted through some of the fog...

Misunderstandings

Social influences

Assumptions

Gaps in
understanding

Unconscious
biases

...now here are **5 questions** that you and your team can talk through, once a week, to stay aligned

The goal is to maintain a shared current reality so that you are more **effective** as a team





...it's ruthless

BEWARE

... it takes discipline, openness,
respect, and trust...

BUT YOU WANTED 5 MINUTES, RIGHT?

SO HERE GOES!

1

Is there anything new happening that you think might significantly impact our team?

Items raised need to be articulated in one sentence.

They could be at the industry, organization, or team level ... a development, change, rumour, trend....

2

OK – it's on the radar. Do we need more information before we look at this?

The person who raised the issue needs to answer yes or no based on how much clarity they feel there is.

If more information is needed, identify and allocate the action and park it, otherwise go to the next step.

3

OK who's got a viewpoint to share on that?

Go round the team one item at a time.

Respondents have one sentence to describe where they see the key issue and/or opportunity.

Do not go into planning mode or discussion.

You are simply recognizing what's currently on the radar.

4

Why do you think that?

This is where the value of different perspectives come up.

Again, responses in a single sentence.

People listening can help tease out what the respondent is probably still processing, by asking a question or two.

5

OK, does anyone feel the need to follow up at this point?

People can suggest a next step and own it if agreed.

Again, no debates, agreement is just a simple yes or no. Nothing personal.

Further chats on points raised must include the person who raised them unless agreed.

No gossip, factions, or lobbying.

So there you go

A focused, structured, and open session

To keep the team together.

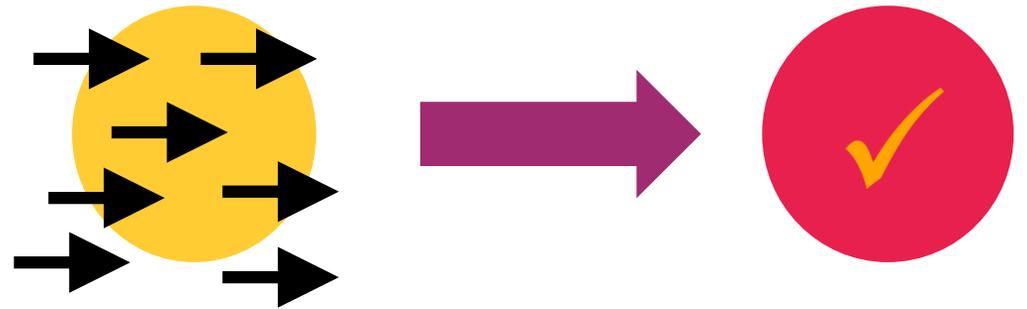
To get your team properly aligned to start with...

for change and transition

for onboarding and teambuilding

for performance and innovation

for cross-team project work





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Go to: www.mirrormirrorhub.com