

What SF initiatives are working in organisations, that we can build on?

Introduction

Variants on this question received the most choices and so we decided to tackle these questions as one session.

Points

How to get SF into the structure?:

- Use their systems and language and nudge
- Use SF to explore alternative benefits and recognition factors other than salary
- Use SF for an idea system - what will benefit be / future perfect / next step
- Use SF for 360 degree reviews
 - Keep doing
 - Change
 - What difference would it make to you?
- Use SF for job interviews - final interviews are formalised conversations
- Use SF for conflict mediation

Story spine

We created a story from the thinking on the initiatives that are working:

SF practitioners are doing lots of small-scale interventions that work

To do that they...

...build on process, system, and people issues they have and use the language of the organisation and SF to resolve

So...

Look for the issue causing most pain and that can be helped with the smallest intervention

Which...

Is not necessarily training, and insure it is embedded in the structure

E.g...

Look for formalised conversations that you can make into SF conversations

And...

When you have enough successes, then 'perhaps' formalise SF...

With thanks for note writing to: John Brooker