

Practical Adaptation Network
SPRINT RELAY TEAM: A Management Compact for Advancing Adaptive Management

I, ___(NAME)_____, commit to implementing the following 3 actions to be completed between 1 August and 31 October 2016. I will connect with my Sprint team to flag any obstacles I am encountering and participate in any organized discussions that are put together by my Sprint Co-Chairs.

1) *My Commitment to Provide Rapid Feedback:*

Each week I will give immediate, positive or negative feedback to one staff that I supervise in a 5 minute or less unscheduled conversation e.g. conduct in a client meeting, timeliness in creating a deliverable, interaction with peers and higher ups. My aim is to contribute to making the staff a more effective professional and a more valued member of the team.

2) *My Commitment to Demonstrate An Ability to Pivot:*

In the 3 month period I will undertake one change of direction on an ongoing activity as a result of evidence, formal or informal feedback, or the wise council of colleagues. I will make the course change public and I will proudly say this is what adaptive management is all about. I will write 2 paragraphs on this change - paragraph one: what factors led me to make the change and paragraph two: any learning that I acquired about how to manage such pivots in the future.

3) *My Commitment to Positively Engage on A Failure:*

In the 3 month period I will identify something as a failure and convene a meeting with at least 5 individuals in attendance where I state "This is a failure because.....". I will then facilitate a discussion of the learning that came out of the failure with a focus on those that be benefitted from and write one paragraph on what the failure was and what I learned about managing a 'failure process'.

Signed: _____

Organization: _____

Date: _____