

## Current Method / Better Way Matrix Team Building Activity

### Purpose / Objective:

- Challenging assumptions about what is possible.
- Team Project tool to create shared language of progress & regress
- Innovation tool


Every company, team and person has established patterns of **What, Where, When, Who** and **How** something gets done.



It ranges from simple things like arriving at work, when we take breaks to complex things like employee onboarding and hiring practices.

Taking time to challenge existing assumptions and work to create small steps can break inertia (stuckness) in how your project team operates. While creating a shared understanding of 'why we are here' and how we can improve things.

### Current Method / Better Way Matrix

 www.create-learning.com	What	Where	When	Who	How
<b>Current Method</b>	What happens?	Where is it done?	When is it done?	Who does it?	How is it done?
<b>Reason</b>	Why do it?	Why do it there?	Why do it then?	Why them?	Why do it this way?
<b>Better Way?</b>	Can we do something else?	Can we do it somewhere else?	Can we do it some other time?	Can somebody else do it?	Can we do it some other way?

The **Current Method / Better Way Matrix** is a Team Project Management Tool that supplies people with a tool to challenge existing assumptions – while providing structure for everyone to feel comfortable.

The tool can help the team develop ideas through discussion and discourse. When options for goals and implementation are established everyone has a well-developed (and known) understanding of the steps.

## How to use the Current Method / Better Way Matrix

First, you have to identify exactly what you are going to explore as a team using this tool. The clearer you are with exactly what you want to improve and develop the better your results will be.

You can copy the chart above on a white board and supply each team member with a chart.

- o I recommend the handout has these headings – What : Where : When : Who : How – across the top; Plus, – Current Method : Reason : Better Way – down the left side; with the remaining areas left blank for people to fill in.

The team works through the matrix starting with the left column – **What** – and discussing the **Current Method** then **Reason** ending with **Better Way?**.

A team facilitator (*recommend the team leader / Project Manager*) documents the responses on flipchart paper. Writing the responses as they are said.

Once you understand and discussed the **What** column move onto the **Where** and then onto the other columns respectively.

## Now what?

At this point the team has discussed and explored various options of better and different ways to improve upon the process / tasks. Using this information the team can start to develop goals and implementation steps.

The **Current Method / Better Way Matrix** is a team tool that can stretch minds and assumptions to Enable Innovation and create a comfort level that allows for breakthrough ideas to happen.

### Idea From:

The Team Handbook. Peter R. Scholtes

## HIRE CREATE-LEARNING

### Team Building & Leadership Development Programs;

#### Our programs result in;

- Increased retention of staff talent
- Increased satisfaction with work
- Increased collaboration and information sharing within and between departments
- Increased accountability for success and failure
- Increased knowledge transfer
- Increased trust and speed of project completion and decision making as a team.



The programs develop both individuals and teams, connecting behaviors, actions, and processes and aligning them with your organizational goals, culture, mission and values.

Your team will learn about, experience, reflect and practice being a high functioning team; they are empowered to create new habits, behaviors, practices and processes that can be used immediately. Together we create high functioning teams where all individuals are committed in word and action to the team: purpose, decision making, expectations, resources and process.

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