

Lab Reflection and Follow Up

Purpose

After the Lab is a time for reflection, but also for ensuring the momentum continues. Put into action the “off ramp” of communications, resources, supports, and ongoing ways to connect and follow up for Lab participants.

Goals and Outcomes

- Reflect as a working group
- Find ways to enable participants to keep connecting and progressing
- Feedback from participants

LAB REFLECTION AND FOLLOW UP

Instructions

Assumptions

This activity presumes that a Lab or event has occurred.

Section 1: WORKING GROUP REFLECTIONS

Step 1: Time to reflect [20 mins]

Using the prompts provided, allow time for individual reflection.

Step 2: Framing your reflections [20 min]

Use the “I liked”, “I wish”, “I wonder” prompts to frame your reflections in a constructive way. Add them to a shared board.

Step 3: Share and discuss [40 min]

Work through everyone’s inputs and discuss the reflections.

Step 3: Actions and next steps [10 min]

Agree what you will do as a result of the discussion.

Section 2: LAB FOLLOW UP

Scheduling and host follow up sessions

Prior to the Lab or event, schedule in two follow up sessions (approx 90 minutes) with the participants and partners. Pre-lab setup the registration page.

Action off-ramp

Put into action the “off ramp” - communications, resources, supports, and ongoing ways to connect and follow up for Lab participants - to maintain connections and momentum.

Timing

90 mins

Format

In person
or online

Resources

Agenda
Prepped activities,
eg prepped
butchers paper and
materials or online
spaces, like Miro

Discussion Guide

On the next pages you will find the following discussion guide:

- **Working Group Reflections** - This discussion guide steps through a straightforward reflection activity. It gives time for the working group to set out their reflections, and then frame them in a positive, constructive way without avoiding improvements or changes that could be made.



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DISCUSSION GUIDE
Reflections

Section 1: LAB REFLECTION

Tips



Recommended to do within a week of the event. Too soon and the group may be too tired, too late and the opportunity may be lost.

Schedule it in as part of the timeline activity.

Where possible, engage a neutral facilitator—someone who did not participate in the actual event. This will allow the working group including the Lab facilitator(s) to participate in the reflections

Events don't always go as planned. We don't do everything as intended, or as others had hoped.

Prepare yourself and each other to be open, hear each other, and take feedback on board.

Lean into mutual respect, acknowledge each other's perspectives, use the opportunity to build relationships and understanding

Listen for the potential for growth

Look for other things the working group can do together as part of the reflection process.

Consider going for a walk after discussing the feedback, or as part of the discussion process.

Be sure to land on any clear actions and responsibilities as a result of the discussion

Schedule time to celebrate together after the Lab or event. All good celebrations involve food... ;)

This is an opportunity to appreciate and recognise all contributors, including Country.



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Hello



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Working Group Reflections



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Contents

Section 1: Reflection

Time to reflect

Framing your reflections

Share and discuss

Actions and next steps



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Step 1: Time to reflect

Ask the group to consider the following prompts. What are their reflections on the Lab and the lead up to the Lab? What are their reflections on the 1) Purpose 2) Content and 3) Process? Spend 15-20 minutes making notes individually.

Comments here

Comments here

Comments here

Comments here

Comments here

Purpose

Could be about:

- The overall goals and outcomes
- Fit between audience and Lab/event goals

Content

Could be about:

- Topics covered
- Materials provided
- How participants engaged
- Event design / structure
- Participant survey results

Process

Could be about:

- Your individual contribution
- Working as a team
- Inclusion and diversity
- Tools and technology
- Relationships with sponsors
- Patterns of feedback from participants

Step 2. Framing your reflections

Ask the group to frame their reflections with the following options for wording: “I liked...”, “I wish...”, and “I wonder...”. Using post-it notes—virtually or in person—add their comments to a shared board using this framing. [20 mins]

Comments here

Comments here

Comments here

Comments here

Comments here



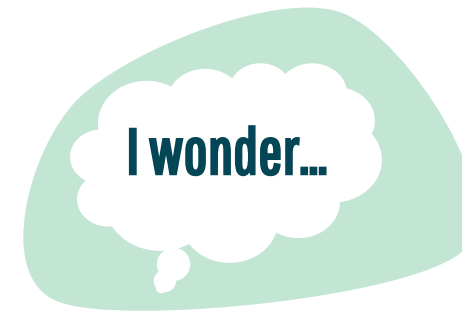
What did you appreciate, value, and enjoy? What would you do again (if you had to do the Lab over again?)

e.g. I like how I/we connected with local traditional Aboriginal and Torres Strait Islander wisdom



How could the Lab have been even better? What would you change? What was missed? What would you like to do moving forward?

e.g. I wish I/we had checked with x person before sharing content online



What ideas do you have about how to add more value to the Lab or improve the experience? What questions are you holding? What ideas do you have, but want to check or test?

e.g. I wonder if I/we could speak with all interested participants to better understand what their unique learning needs are and then design a learning experience around that?



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Step 3: Share and discuss

On a shared board, bring together individual reflections framed as “I liked”, “I wish” and “I wonder”. Look for common perspectives and differences in perspective. Discuss all reflections and hear from everyone. Agree what you will do as a result, owner, and timing. [50 mins]

TIP: Do this in person on paper, or try this in Miro. If using Google, make a separate document with a bigger page!

Purpose

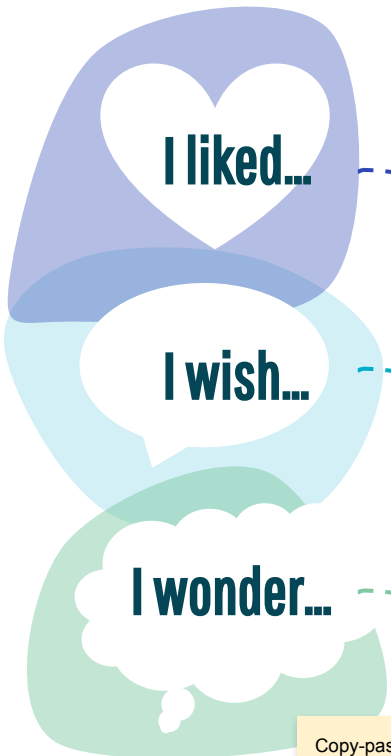
- Could be about:
- The overall goals and outcomes
 - Fit between audience and Lab/event goals

Content

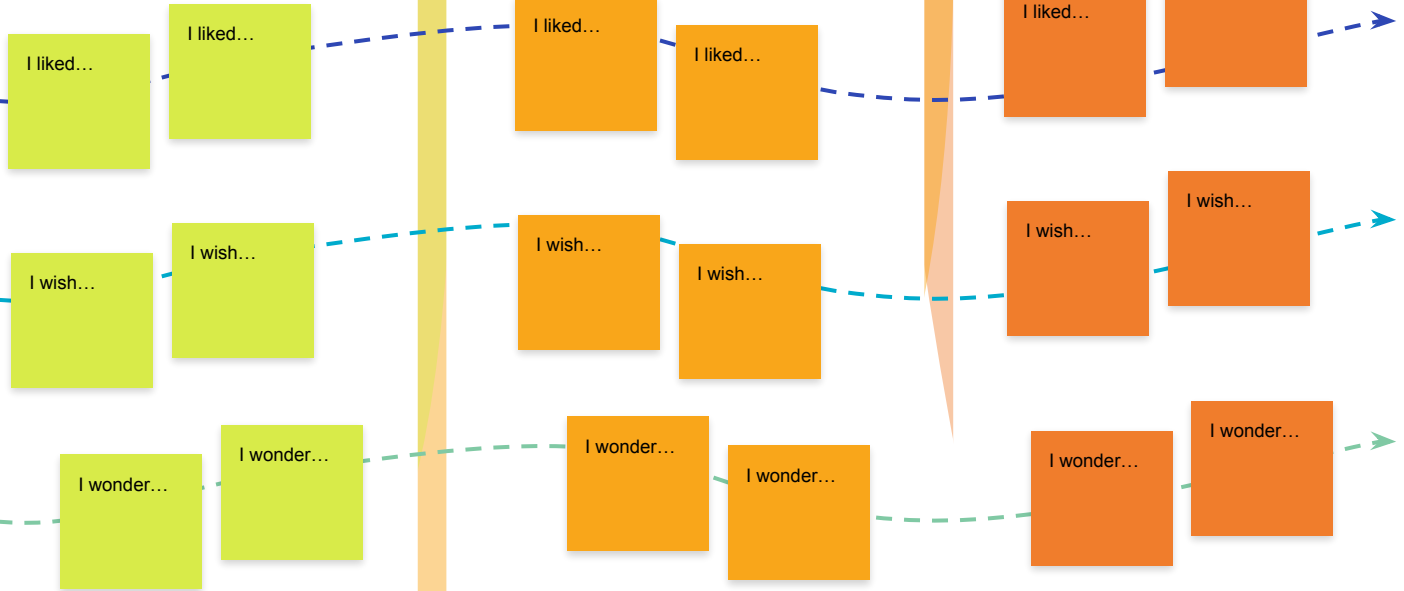
- Could be about:
- Topics covered
 - Materials provided
 - How participants engaged
 - Event design / structure

Process

- Could be about:
- Your individual contribution
 - Working as a team
 - Inclusion and diversity
 - Tools and technology
 - Relationships with sponsors



Copy-paste the post-it notes to add more



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DISCUSSION GUIDE

Follow-up

Section 2: LAB FOLLOW-UP

Tips

Communicate

Recommended to send a post-Lab email the day after the Lab. Include the group picture. Share what people can get involved in straight away (eg mentoring sessions, meetups).

Create your playback document, that reflects back artefacts from the Lab. Send within two weeks of the Lab. Check you have all permissions for photos included.

Collate needs

Valuable guidance for what is really needed by participants is generated during the Activity - Gives and Gets Marketplace (see [Play B12](#)).

Participants also share what they are open to giving.

Groups will also focus on actions (see [Play B13](#)). Consider a systematic review of those actions and people putting their hands up during the Lab. Check in.

Reach-out

Partners, supporters, collaborators will want to assist.

Share the needs and introduce participants directly to partners.

Reconnect with the participants who have offered “gives”. Introduce “gets” with “gives” participants where relevant.

Research

Look for other resources and relevant partners, and opportunities in the local region or beyond that could support participants.

For common needs / gets, there may be a case to host workshops and events, that partners could fund and support.

Actions

Be sure to land on any clear actions and responsibilities as a result of the discussion

Host

Host scheduled meetups and mentoring sessions - ensure people can register and be reminded.

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Lab Follow-up



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Contents

Section 2: Follow up

Schedule and host the follow up sessions

Put into action the “off ramp” - communications, resources, supports, and ongoing ways to connect and follow up for Lab participants - to maintain connections and momentum.



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Schedule and host meetup sessions

We heard from the Lab participants that they wanted an opportunity to gather again. In response, we hosted two x Group Mentoring Virtual Sessions post-Lab. This served to provide a space to further encourage exchanges and discussions between attendees.

Comments here

Comments here

Comments here

Comments here

Comments here

Session Focus

Review focus with Working Group. It could:

- Meet a specific need
- Progress collaborations and support Stay-up-to-date with each other,
- Learn about and share resources, funding grants and other opportunities,
- Ideate and gain collective insights for regenerative actions

Content

Consider including:

- Acknowledgement of Country
- Photos from the Lab
- Testimonials from the survey
- Round 1: Connection Circle (name, Country joining from, what's bringing you energy)
- Round 2: What hoping to get from session
- Round 3: What is emerging for you after the Lab
- Round 4: What you would love to happen next? What ideas have commitment?
- Round 5: Sharing support, peer ideas, resources
- Round 6: Check out - what are you leaving with?
- Remind participants of the next session.

Process

- Pre-Lab - Schedule 2 x 90 minute mentoring sessions (online, in-person, hybrid)
- Create a registration page (eg Humanitix)
- Send invitation out to participants in the post-Lab email.
- Design the sessions based on the focus
- Host and take notes - send to all participants
- Decide if you will record and share in a collaboration space.
- Reflect with the Working Group after the Session.



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Action off-ramps

Think about:

- Actioning supports for regenerative enterprises that are available (post-Lab)
- New supports that are needed, now you have met and worked with participants
- Register and host mentoring sessions
- Offers that participants themselves have made to each other.
- Share programs and resources raised during the Lab
- Seek additional funding and grants if this is a need
- Organise training to support key needs (eg participants may be able to host a series of workshops for the community)
- Maintain connections with partners



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Example: Off-ramp activities

Share with others

- Participants may meet up with people who couldn't attend and share the resources

Continue as a Regen Collective

- Meet-up monthly / bi-monthly, and gradually build a regen ecosystem for your region, bringing partners and enterprise leaders together, to collaborate, network and support the transition to a regenerative economy.
- Join Regen Places for support.

Partner Offers

- Local Councils have access to resources for businesses, such as grants, short courses, potential networks.
- Startup Incubators may have courses your participants can access. Particularly if you partner with them. An example includes [Work My Way](#).

Capacity building

- Consider organising training within the community - by and for the community
- Reach out to experts to host workshops to meet key needs