

DIY Workshop:

Get your team ready to use Event Storming and Delegated Missions

Duration: 120 min

Did you ever facilitate an Event-Storming that felt more like light freezing rain than a tropical storm? Event Storming is terrific... when it works! How do you ensure that all participants contribute as much as possible? How to keep them engaged? How to have the group feel responsible for their outcomes? How to have participants feel on charge instead of counting only on you to lead them at every moment?

We have found that you can achieve the above with the Delegated Missions

The Delegated Missions are five critical missions that participants volunteer to carry out for the benefit of the group. These five missions (facilitator, timekeeper, intent keeper, decision pusher, and meta-feedback) correspond to five key ingredients of the success of any collective event.

The delegated missions can bring your Event Storming sessions to a whole new level. When participants use the Delegated Missions in an Event Storming, they truly self-organize and maximize their Return.On.Time.Invested!

At this point, you are probably thinking : “It sounds great, but this is yet another new practice! How can I introduce it to my team?”

The good news is: we made it easy for you with this DIY workshop!

What is in this package?

This document is a step-by-step description of a workshop you can do with a group of 5 to 50 people. It comes with some material to print.

What is the purpose of this workshop?

The purpose of the workshop is that attendees discover both the delegated missions and event storming by practicing them.

By the end of this workshop, all attendees should be able to do an efficient event storming session thanks to the delegated missions. The benefit for you, as a facilitator is mainly to have fully engaged people in your next event storming.

What material will you need to run this workshop?

- An empty room with enough space for participants to move around and walls on which you can stick visuals

- Some paper boards (1 paper board for 5 participants)
- Between 5 and 50 participants!
- A bell or some sort of object that makes sound so you can attract the attention of the participants and manage timing. You need to be strict on the timings that are indicated below!

How to start?

- Read the step-by-step instructions below
- Prepare the room
 - o Print the material for steps #3, #4 and #8. They are in the ppt document you downloaded with this pdf.
 - o Bring enough paper boards, pens, stickies

If you have any question or suggestion, feel free to contact us!

Step-by-step instructions

1. Send invitations to participants

Send invitations prior to your workshop to set expectations

e.g., “This is going to be an interactive introduction on Event Storming and Delegated Missions. After this short training, you will be able to apply these 2 collaborative techniques”.

2. Connection (10 min)

At the start of the workshop, have people connect to each other and with the topic (10 min)

1. Introduce yourself in one sentence only (15 sec). I'm [*your name*]. let's start!
2. Invite people to move in the room and pair up with someone, preferably that they don't know yet.
3. Do 3 rounds of 2 minutes, ask people to introduce themselves to their pair. Use one of the three questions for each round. Ask people change pair between each round.

Questions (use one for each round):

- Where did you come from? What's an interesting fact about your hometown?
- How would you describe your knowledge & experience with Event Storming?
- What is ONE bold-yet-practical challenge that you face personally that you hope this session will address?

3. Bring awareness of Delegated Mission to the minimal level (20 min)

Download and print the A3 visuals and stick each one on a different wall.

- a. Description of the delegated missions. Why missions, not roles? Key Attributes
- b. 5 key aspects of successful groupwork
- c. Applying the delegated missions, step-by-step

Say:

1. Welcome to the Delegated Missions show! As you can see, there are 3 visuals on the wall. We are inviting you to discover them and share how it inspires you.
2. I'm going to give you some instructions. When I'm done explaining, I'll ask you to move in front of one of the visuals. It does not matter where you go first. You will get to see each. We should have 3 groups of the same size.
3. First, silently during 1', you will have a look at the visual and I'll ring the bell, like this.

4. At this moment, you will form groups of 3. For 3 minutes, you will share together how this visual inspires you. What reflection or question does it bring? And then, I'll ring the bell again and do the same for the next visual.

Once all everyone got to see the 3 visuals, gather the group together for 5' and ask:

What is one reflection that you would like to share after looking at these visuals?

Let answers pop from in group. Then ask:

Is there anything you absolutely would like to ask before going to practice?" *Don't hesitate to differ the answer after the practice.*

2. Have the group practice the delegated missions (21 min)

Say:

You now have information to practice the delegated missions on your own. Please form groups of 5-ish in front of each paper board (*note: prepare the paper boards up-front*).

This sequence is about being creative, as a group! Your mission is to **create a visual of a funny story in 4 panels (max) in a comic strip format using the delegated missions** (*write this on a board*). Be crazy! Have fun! Be creative! is the guideline.

For the rest, you are fully autonomous! I will only observe and make notes and I will not intervene.

I am going to put some helpful material on the floor for each group. Please take 1 min individually to browse through this material. Then I will launch the timer for 20 min. You can take up to 5 min to organize yourself as a group, then 10 min to create your visual and keep 5 minutes to do a round of meta-feedback. (*note: write the timings on the board*)."

3. Share observations (5 min)

Once the previous activity is finished, share the observations that you could make.

For example:

- How did the groups start?
- When did you observe a mission having an impact?
- What about the meta?
- When did you observe "difficulties"?

4. Have the groups identify what to do differently next time (5 min)

Say:

In a moment, you are going to do another round of practice. In your group, what are you going to do differently this time?

Take 1 min individually to generate your own list of possible improvements

Then, in your groups, take 3 min to agree on what you are going to put in practice.

5. Bring the awareness of Event Storming to the minimal level (15 min)

Instead of doing a boring presentation, find a colleague who knows about Event Storming and interview him/her as if you were in a TV show. Alternatively, ask someone to interview you.

It goes like this. Say:

It's now time for our Talk Show!" and invite your audience to sit in circle on the floor or on chairs.

And the show starts:

Welcome to the Event Storming for Dummies 10' talk show! It's a real pleasure to have [your colleague's name] with me today. S/he is the best expert of event storming in his/her hometown!

As always, our TV studio is crowded today! Some people know nothing about event storming. So, before we take the questions from the public:

- Could you describe what event storming is in a few words?
- What can you do with this technique?
- What else?
- Would you mind showing us an example? How does it start?
- Who is involved?
- What made you mix delegated missions and event storming?
- And how do you apply both at the same time?"

Then invite your audience to ask questions to your colleague during 5 min

6. Practice Event Storming + delegated missions (25')

State to your audience that

It is now time for what you have all been waiting for: practice Event Storming and Delegated Missions together!

Share the instructions:

Please join your previous groups, and sit in circles, we're in for a bit of storytelling!

Leave a moment of silence and start the story, speaking slowly:

Dig your memories and remember the time when your stiff old Aunt Edna came for a fancy lunch! One of you was cooking, and another was setting up the table. That's when your child decided to make a tantrum to go out and play with friends...

While you put the material on the floor for each group, continue with:

At the center of the circle is some material that will help you to use Event Storming with Delegated Missions to invent. Your mission is to represent this story from the

beginning of the preparation of the fancy lunch to the moment Edna leaves. If it's funny... it's better!

Then share instructions.

You have 3 minutes to have a look at the material and make sense out of it to help you in your story writing (*mention that the steps are useful for the facilitator*). You'll then have 15 minutes to self-organize to use Event Storming and the missions to reach your goal. Finally, as you did before, you'll have 5 minutes for meta-feedback. We are not going to count the time for you, so see you in 23 minutes!"

TIP: write the timing on a paper board or a whiteboard.

7. Allow your audience to digest all the learnings

It's now time for the participants to debrief. Here the purpose is that your participants digest the learnings, not to debrief the activities, or what was produced by the different groups.

Say:

Thank you all for your active participation in the activities. Let's use the 15 remaining minutes today to digest all what you learned. I have a question for you. You will take 1 min alone to think of your answer and then pair with someone for 3 minutes. My question for you is: regardless of your experience of Delegated Missions or Event Storming, what seems important, useful, or challenging to you about mixing both?"

Then take 5 minutes with the whole group. Let answers pop up from the group. Ask for opinions or answers to challenges from the group.

Once this is done, stay for questions.

8. What's next after the workshop?

The next time you do an event storming with people who participated to this workshop, use the delegated missions heavily. Here are 3 tips:

- People will probably have forgotten about the list of missions and the details of each one. Reuse the cards describing them as a refresher as the start.
- Even if all participants who attend the event storming do not know about the delegated missions, it is enough to have only a few who know. They will be able to guide the others.
- Let the group do their own meta-feedback before intervening. Most of the time, they will identify themselves some improvement without your support or inputs.

References:

- This workshop is a string of [liberating structures](#):
 - o [Impromptu Networking](#) (2),
 - o [Shift & Share](#) (3),
 - o [Simple Ethnography](#) (5),
 - o [15% solutions](#) (6),
 - o [Celebrity Interview](#) (7),
 - o [1-2-4-ALL](#) (9)

- We cannot thank enough Barry Overeem and Christiaan Verwijs from the Liberators for inspiring us to publish a DIY workshop. Browse [their website](#) : it is full of extremely useful content!
- The Delegated Missions were created by [Alain Cardon](#), a famous French systemic team coach. Since then, many teams have been trying and successfully using Delegated Missions for many years.