The STEEPLECHASE COURSE
Identifying and removing resistance
Workshop instructions

This is for a department who want to identify and remove external and internal barriers, to be fully productive. It will work best if the team has a high psychological safety and low or no prestige.

Do this for a half-day workshop:

Before:
Invite the team to the workshop. Explain the goal and purpose in good time, so that everyone can "marinate" the task sub unconsciously.

During:
- **45-60 minutes**: Explain the difference between external (stuff, people) and internal barriers (self-doubt). Let everyone **write down the barriers** (post-its works fine). Put external barriers on one side and internal on another side.

- **30-45 minutes**: **Group & cluster**, delete duplicates, **concretize**. If it is not concrete, it is not possible to do much about it.

- **30 minutes**: **Prioritize**. Now let the group vote on what they think is most important, easiest, most annoying, gives the most effect or however you determine the criteria.

- **30-60 minutes Agree** on who does what. Do not let everything fall into your lap. Which barriers can the team member take care of themselves? Which need your attention as their manager? Don't take all actions yourself but don't dump everything on others.

After:
Report the status of your activities.
Have you solved the problem? How far have you come otherwise?
When can it be ready? Do you need help?

This can be done in meetings or through other forms of communication (email, video, etc.)

Good luck!
//Antoni