



DEBRIEF WORKBOOK

This workbook contains a series of debrief exercises designed to help you reflect on the lessons learned during the Friday Night at the ER® simulation game and support the transfer of these insights to your work environment.

Your responses in this workbook should be both honest and comprehensive. Note that responses may be compiled and shared as a collective work product of this session.

Your Name

DEBRIEF WORKBOOK

Core Strategy 1: Collaboration

Systems Thinking Principle: "The parts of a system are interdependent."

Instructions

- Step 1:** As a team, discuss where your organization is on the Collaboration Ladder. Consider what barriers seem to prevent people from moving up to a higher level.
- Step 2:** Individually, complete the exercise below based on your own perspective. Your responses may differ from the rest of your team.

Collaboration Ladder

Where is your organization on the Collaboration Ladder? (Choose one)

High	Share Responsibility	<input type="radio"/>
	Jointly Plan	<input type="radio"/>
	Treat Peers as Customers	<input type="radio"/>
	Communicate Needed Info	<input type="radio"/>
Low	Minimal Communication	<input type="radio"/>

What barriers seem to prevent people in your organization from moving to a higher "rung on the ladder"?

_____	_____
_____	_____
_____	_____
_____	_____

Core Strategy 2: Innovation

Systems Thinking Principle: "Mental models powerfully influence behavior."

Instructions

- Step 1:** As a team, identify and discuss a mental model (assumption or belief) that could be reversed to benefit the organization. Consider what barriers are in the way.
- Step 2:** Individually, complete the exercise below based on your own perspective. Your responses may differ from the rest of your team.

Mental Model Reverser

Limiting assumption or belief	Possible alternative

What barriers seem to prevent your organization from implementing new ideas that challenge mental models (assumptions or beliefs)?

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Core Strategy 3: Data-Driven Decisions

Systems Thinking Principle: "A system must be able to use data to learn and adapt."

Instructions

Step 1: As a team, discuss a decision that impacts the organization where the choice is unclear. Consider what information would lead to the best results and the associated barriers.

Step 2: Individually, complete the exercise below based on your own perspective. Your responses may differ from the rest of your team.

Decision Informer

Describe a decision that impacts the organization where the choice is unclear:

Decision:

For this decision, what missing pieces of information would be needed to better inform the choice that would lead to the best results.

Missing piece of information 1:

Missing piece of information 2:

Missing piece of information 3:

What barriers seem to prevent people in your organization from accessing and using information that would inform decisions for optimal performance?

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Final Reflection

Reflect on the Friday Night at the ER® group learning experience

Instructions

- Step 1:** As a team, discuss key insights gained from today. Consider what important ideas should be formally followed up for the organization.
- Step 2:** Individually, respond to the questions below based on your own perspective. Your responses may differ from the rest of your team.

Personal

What key insights did you gain from the simulation and debrief?

Organizational

What important ideas surfaced that should be formally followed up?
