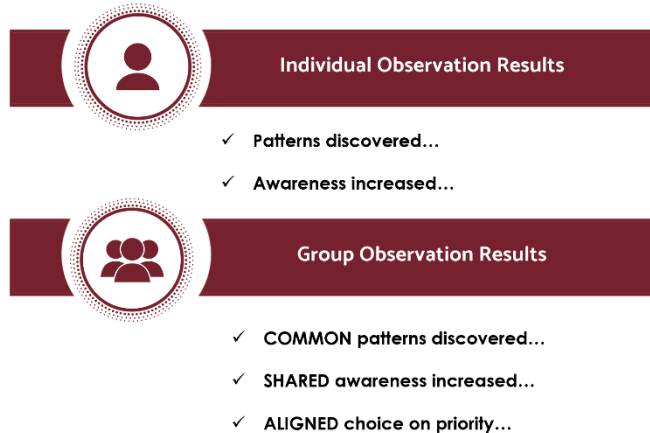




GROW PRACTICE: LEAD OWNERSHIP

You have selected to analyze more deeply around how you can shift who decides what!

Individual observation is very effective, and **now** you can start engaging others intentionally daily and weekly to examine current reality and start making real change ... together.



Daily Stand-Up Questions

1. What decisions did you ask someone else to make yesterday? Why?
2. Were there any times you chose to go with the flow because it didn't feel worth it?



Weekly Retrospective Questions

These are intended to add or replace 30m to your existing retrospective agenda.

1. Which decisions from this week were made by the people with the detailed knowledge vs perceived responsibility?
2. Which decisions from this week were delayed by scheduling a meeting? What made that necessary?
3. Apply your decisions to the [Circles and Soup diagram](#). How could you have changed who made the decision?