**Challenge the Process Guide**

To Challenge the Process, you *search for opportunities* by seeking innovative ways to change, grow, and improve. You *experiment and take risks* by constantly generating small wins and learning from mistakes.

**OBJECTIVES**

As a result of completing this guide, you will be better able to:

* Identify opportunities in your project that would benefit from innovative approaches.
* Engage your team members in generating and selecting innovative solutions.
* Implement methods for learning from the inevitable mistakes of challenging the status quo.
* Identify incremental steps you can take to implement changes and create a sense of forward momentum.

***Check for Limiting Assumptions***

In every sector, industry, organization, project, and group, even before you start a project, some things limit what you can do. You know, the “We can’t do that because . . .” responses you often hear when you propose doing something innovative and different. Some reasons for not doing something new are real and rational, and some are imagined and emotional.

• What are the “We can’t do that because . . .” statements that you’ve made, you’ve heard, or expect to hear that may constrain your project?

For example:

* We don’t use outside contractors to do core parts of our jobs.
* We don’t have enough time.
* We have inadequate staffing.
* We have an inadequate budget.
* There are other management priorities.
* There are too many conflicting commitments.

List the “We can’t do it because. . . ” statements that may constrain your project:

We don't have time enough time (–) (√)

We need to find young people /kids (–)

We need to get confirmations(+) (√)

We need to gain parents and school trust (–) (√)

We cant do it unless the parents consent(+) (√)

We need to create a schedule according to what suites the place and people (–) (–)

Post the combined list of statements where everyone can see them. Then do the following:

* Put a plus (+) sign next to those statements that are *really* true; for example, some law of nature, a governmental law, or an ethical value prevents you from doing something.
* Put a minus (–) sign next to those statements that are *not true* or *may be true* but can be challenged.
* Put a check (√) next to those limiting assumptions that you want to challenge in the planning and execution of this project. You may not want to challenge all the ones you put a minus (–) sign by but check as many as possible. Stretch yourself and your team to search for opportunities and experiment, but don’t stretch yourselves to the breaking point.
* Prominently post this list. You and your team will come back to it again as you think of ways to Challenge the Process and more “We can’t do that because . . .” assumptions appear.

***Look Outside***

The best leaders and organizations do not assume they have all the ideas they need. They know that the source of creative and innovative ideas for doing things differently is more likely to be outside their boundaries. They are net *importers* of ideas. For example:

* Arrange a field trip that would stimulate your group’s thinking.
* Read magazines from fields you know nothing about.
* Call three customers or clients and ask them what they want to see your group do that you are not doing now.
* Go shopping at a competitor’s store or website.
* Bring a client or customer into our project planning meetings and ask them to share their ideas.

How can you search outside of your project and your organization to discover unexpected ideas? Now make your list:

As a team we had a walk around the college and asked about the sectors in the university and asked the instructors about what we can do and what sort of limits do have because we are bringing kids and need to make sure that its safe .

We talked to the people in charge in the college and in mind lab so we can connect them both and reach an agreement with our teams binging in the middle so we would be able to the control over the kids.

After getting all of the agreement we arranged an online meeting to create the time table and arrange the event on that day plus the way of connecting to the minors

***Innovate and Create***

As a group, refer to your team’s list of limiting assumptions. To Challenge the Process, identify a way to turn each limitation you checked above into an opportunity to grow. Review the potential sources of frustration and limitations you listed earlier. Look at the ones you checked—the ones you want to challenge.

***Check the Fit***

Before making any changes, ensure you and your project team members discuss how this fits with the vision and values. Take a few minutes to discuss and record how all the innovative things you want to do contribute to the realization of the vision and can be guided by the shared values.

Our vision and values are very connected and they meet the event that we are doing because we are based on educating the minors about there future by showing them what each specialization is about and giving them more details about how each on of those specialization works, so they would get more knowledge about there future path.

***Take the Initiative***

As we said in discussing Model the Way, leaders go first. If you want others to be proactive in searching for opportunities and taking risks, then you must be the first to demonstrate those behaviors. Focus on yourself, and record how you will take the initiative.

• The status quo I’ll challenge and overturn:

Over coming the fears of taking instial steps to start the project

• The experiments I’ll try:

Contacting the target audience

The places where I’ll look for new ideas:

Anywhere that simulate ideas where implemented and could be refereed to as a case study

The ways in which I’ll reward failure (*For example,* You could give the Stuffed Giraffe Award when people stick their necks out, or the Edison Award for failing lots of times on the way to inventing something new and different. You could give a few lottery tickets to someone who “took a chance.” Be creative, and send the message that you want people to take risks and learn.)

The immovable obstacles I’ll demolish:

The statement that most students fear (i still have time to think)

Other ways I’ll take the initiative to change, grow, and make improvements:

Gather other continues feedback from all stake holders and try to reflect there comments