Innovation Growth Lab

Successful Failures: Learning from unsuccessful policies

nesta

Welcome

Workshop objectives

- Interactive and lots of open discussion
- New insights of how to prevent and deal with failure
- Provide ways to reduce fear of failure and so move towards experimentation
- New connections

Workshop Structure

16:10 - 16:40	**Experiencing failure**
16:40 - 16:55	**Reason for failures**
16:55 - 17:15	**Learning from failure**

Chatham House Rule:

"participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed"

Reflection on failure

Your experience with failure

Lack of success

An unsuccessful person or thing

The action or state of not functioning

A lack or deficiency of a desirable quality

Failure

The collapse of a business

The neglect or omission of expected or required action

A sudden cessation of power

How comfortable is your organisation with failure?

First Activity

How comfortable are you dealing with failure?

WHY?

Reasons for failure

When have you experienced failure?

What caused
the failure

Would you consider it a GOOD or BAD failure?

Causes of failure

Deviance

Inattention

Process complexity

Process inadequacy

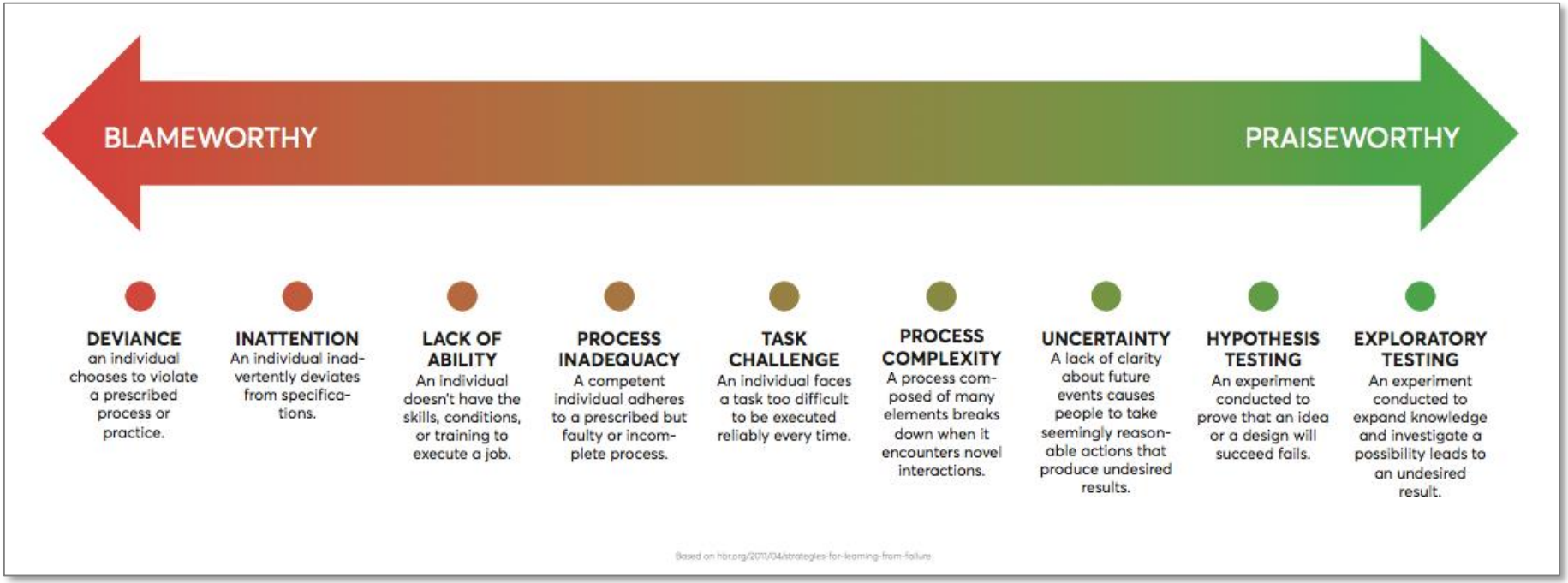
Uncertainty

Lack of evidence

Lack of ability

Task challenge

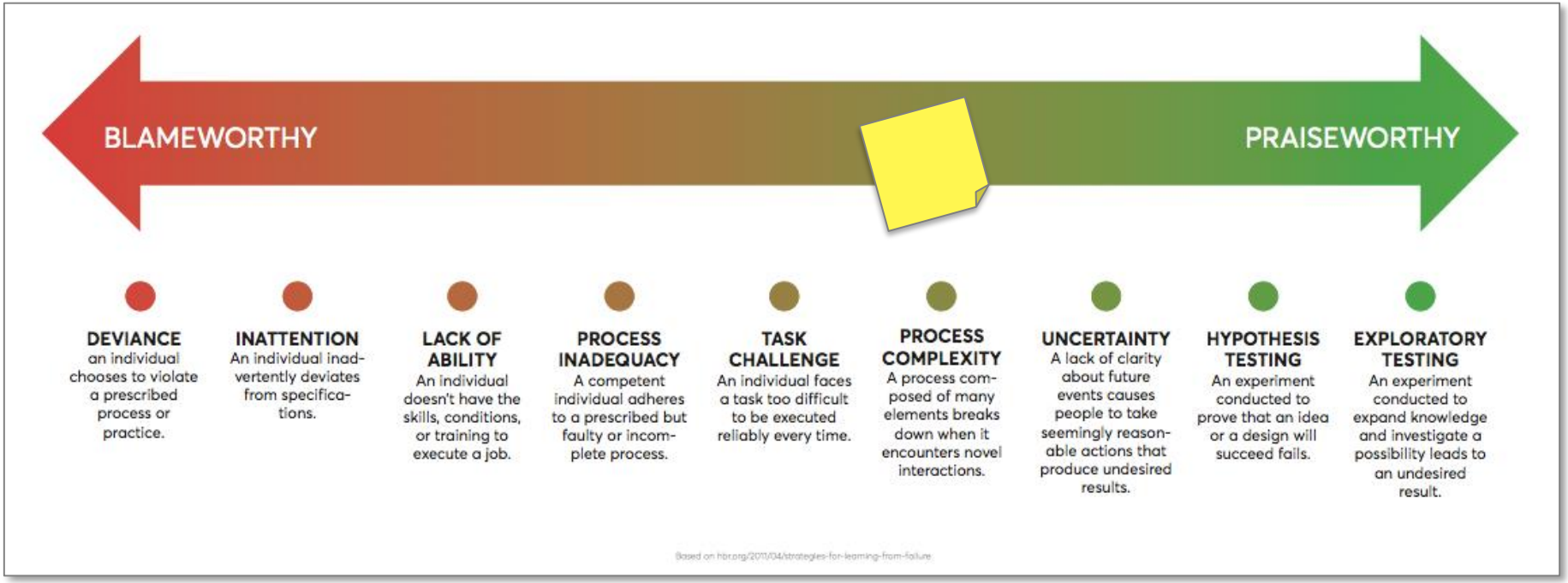
Spectrum of failure



Source: Amy Edmondson "Spectrum of Reasons for Failure" in "Strategies for Learning from Failure" (Harvard Business Review, April 2011

Spectrum of failure

Where is your failure on this spectrum?



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Learning from failure

Section 2

When can a GOOD failure go BAD?

What did you learn from that failure?

BAD FAILURE	GOOD FAILURE
What are its characteristics?	What are its characteristics?
How to avoid or prevent it?	How to learn from it?

Aill ask them them to record characteristics of bad and good failure and ways to avoid or learn from them

Feedback and close

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