PARTICIPANT WORKBOOK

Learning Loop Workshop

Working pages for outcome, bet, experiment, evidence, decision, and adaptation

1. Outcome Canvas

Meaningful change

Beneficiaries and impact

Leading indicators and lagging proof

2. Bet Design

We believe...

Why we believe it

Critical uncertainty and how we could be wrong

3. Experiment Design

Test and boundary

Participants, duration, and safeguards

Expected observation and learning

4. Evidence Plan

Evidence	Source / timing	Increases confidence if	Decreases confidence if

5. Decision Review

Decision owner and date

Continue criteria

Adapt criteria

Scale criteria

Stop criteria

6. Adaptation

What changed in understanding?

What changes next?

How learning will be retained and reused

Use note: Proposed ODM workshop material. Adapt to context. Do not use to rank individuals or teams.