

INSTRUCTOR GUIDE

ODM Baseline Workshop

Facilitate the establish-a-baseline module

Facilitator objective

Help participants describe observable management behavior, identify system constraints, and convert baseline evidence into one bounded ODM adoption bet.

Safeguard: Keep the workshop depersonalized. Examine system behavior, not individual performance.

Agenda

Opening and agreements 15 min
Behavior Inventory 25 min
Outcome Traceability 25 min
Evidence Audit 30 min
Decision Reflection 30 min
Attention Profile 25 min
Baseline and Bet 30 min

Exercise 1: Observable Behavior Inventory

Make recurring forums, artifacts, and behaviors visible.

Inventory List what the management system repeatedly does.
Classify Activity, Outcome, Evidence, Decision, or Learning.
Prioritize Identify high-time and high-value behaviors.

Debrief prompts

What did the exercise reveal? Where did understanding diverge? Which finding most affects outcomes or decisions? What should be tested next?

Exercise 2: Outcome Traceability Test

Test whether one initiative has a shared measurable definition of success.

Outcome What must become different?
Beneficiaries Who experiences the change?
Evidence What indicates movement and proof?

Debrief prompts

What did the exercise reveal? Where did understanding diverge? Which finding most affects outcomes or decisions? What should be tested next?

Exercise 3: Evidence Audit

Separate actionable signal from reporting noise.

Keep Changes understanding or action.
Simplify Useful but needlessly complex.
Add Missing evidence required for a decision.
Stop Does not inform understanding or action.

Debrief prompts

What did the exercise reveal? Where did understanding diverge? Which finding most affects outcomes or decisions? What should be tested next?

Exercise 4: Decision Flow Analysis

Reveal ownership, evidence, and latency constraints.

Trigger Why was a decision required?
Owner Who had authority?
Evidence What was available or missing?
Follow-through What subsequent action and learning occurred?

Debrief prompts

What did the exercise reveal? Where did understanding diverge? Which finding most affects outcomes or decisions? What should be tested next?

Exercise 5: Leadership Attention Profile

Compare current and desired attention across five domains.

Current Allocate 100 points based on observed attention.
Desired Allocate 100 points based on outcome and risk need.
Experiment Choose one attention shift to test.

Debrief prompts

What did the exercise reveal? Where did understanding diverge? Which finding most affects outcomes or decisions? What should be tested next?

Exercise 6: Baseline Summary and Adoption Bet

Turn findings into a bounded learning experiment.

Behavior change What should become observably different?
Expected improvement What outcome or decision capability should improve?
Evidence What will increase or decrease confidence?
Review When will the group continue, adapt, scale, or stop?

Debrief prompts

What did the exercise reveal? Where did understanding diverge? Which finding most affects outcomes or decisions? What should be tested next?

Facilitator close

Confirm the bet Read behavior, expected improvement, evidence, context, and review point aloud.	Confirm ownership Name the experiment owner and decision owner.
Confirm evidence Specify what will be collected and where.	Schedule review Set the first continue, adapt, scale, or stop decision.

Facilitator observations

Use note: Proposed ODM workshop material. The baseline is evidence, not a grade. Do not use it to rank individuals or teams.