

1.2 TECHNIQUE - OPEN UP YOUR WIP

Open up comments and questions (avoid 1:1 messages)



Feedback inspires ideas. The more open your feedback is, the more useful it will be. For example copy suggestions made on an open doc may help a designer think differently about how to build a webpage (and vice versa!).

How to set it up

Step 1. Gather project owners or leaders of project owners. Ask them to come with a list of their 1:1s and a list of their group sparring sessions.

Step 2. Count the number of collective hours spent in 1:1s.

Step 3. Identify a target number of weekly hours in 1:1s.

Step 4. Use [Stakeholder Communication Plan](#) play to draft the recommended channels and audiences for department or org-wide project communication rituals.

Step 5. Setup new channels and meetings (and remove existing) as needed.

Examples:

- Slack channels with #feedback-<PROJECT NAME>
- Sharing your work in a open tool with comments (Confluence, Asana, Notion, Google Docs)
- Cross-functional parring meetings/demos with leaders over 1:1 meetings (Pixar's [PBT](#))

Step 6. Schedule a follow-up meeting to assess efficacy of new plan and measure against target reduction in hours in 1:1s.