

# Initiating Failing Forward Meetings

In any failure or mistake, there is always an opportunity for learning. Imagine working towards a workplace where mistakes are recognized and seen as part of learning. As a team member, you can contribute by initiating “failing forward meetings” also known as “Mistake Meetings.”

## How to Start?



- Try coordinating your own “mistake meeting” with your colleagues.
- The meeting can be informal and short.
- Create a safe space for you and your colleagues to share mistakes and failures.

## Give an Overview



- Give an overview of what happened.
- Briefly share the steps you took in completing the project.
- Briefly outline the outcomes (positive, negative, or neutral).

## Get to the Heart



- Get to the heart of the mistake and reflect on what may have caused your failure or mistake.
- Before meeting with the group, think of what may have been the cause of the mistake.
- Share with the group and allow them to provide insights.

## Outline It!



- Share with the group what you learned about yourself and your working style.
- Share what you learned about how your team works together.
- Discuss process improvements that may have surfaced.
- Wrap up what you learned not to do.

## Move Forward



- Ask the group, what we can do next time for a better outcome?
- Develop a plan for taking what you learned and apply it for your next project.
- Continue working with your team to share what worked and what did not.
- Consider scheduling your meetings once a month.

## Practical Tips!



- In some workplaces, the notion of “challenges meetings” or “failing forward meetings” may be more adequate than “mistakes meetings.”
- Ask members to come to the meeting with at least one mistake when they feel ready.

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