

How Can Your Team Pay Better Attention?

A Workshop for Cultivating Team Alignment Through Attention

Is your team working hard but still not succeeding as much as you hoped? The “Cultivating Attention for Teams” workshop helps your team build the powerful practice of paying attention to make your collaborative work more effective.



Based on the book *Cultivating Attention: The Paradoxical Secret of Team Success* by Joseph H. Anderson, the workshop teaches you practical tools for improving your attention in four domains:

- **Stable Attention** so your team can focus on what’s important.
- **Connectedness** so your team can collaborate effectively.
- **Open-Mindedness** so your team can make good decisions.
- **Self-Awareness** so your team can find resilience in the face of change.

This workshop is for you if:

- You are a **technology executive** responsible for building strong, effective, independent teams that deliver consistently great results.
- You are a **team leader** responsible for helping your team realize its potential and deliver value.
 - Agile, Scrum, DevOps, SAFe, Lean or cross-functional team
 - Development manager
 - Product owner or project/program/product manager
- You are an **individual contributor** who wants to build your own influence and effectiveness, while helping your team build great things.

Workshop Duration: 4 hours to one day

Introduction: why attention matters for team alignment

The paradoxes: trying harder does not get better results.

Motivation: zero in on your reasons for paying better attention.

Obstacles: why your brain makes it hard to pay attention.

Core practice: the one simple thing you need to change.

Building the habit: micropractices to make the habit of attention stronger every day.

Making it relevant: application to what matters to you, your team, and your organization.

Joseph H. Anderson Consulting

www.jhanderson.biz
joe@jhanderson.biz
206-351-5607

The “Cultivating Team Attention” Workshop

The Paradoxes

You’ll use the power of paradox to shift business-as-usual thinking.

Motivations

You’ll examine change drivers for yourself and your team.

Obstacles: The Four Brains

You’ll become more aware of how your brain naturally gets in the way of paying attention.

The Busy Brain: attentional spotlight, default mode, executive function

The Tribal Brain: social danger, facial recognition, oxytocin, Theory of Mind

The Biased Brain: negativity bias, wishful thinking, confirmation bias

The Reactive Brain: fight/flee/freeze response, metaphors, the amygdala, constructing emotions

Core Practices

You’ll experiment with techniques for sharpening your attention in each domain.

Pay attention to...	In order to...	So you can...
The present moment	Stabilize your attention	Prioritize
Other people	Build relationships	Collaborate
Your judgments	Discern what you know to be true	Make good decisions
Your reactions	Identify the impact of emotions	Stay resilient under threat

Micropractices

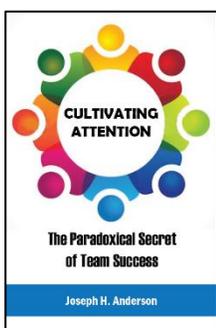
You’ll choose a small set of attention-building micropractices to do every day. Examples:

Stable Attention	Connectedness	Open-Mindedness	Self-Awareness
Pay attention to your breath	Pay attention to the other point of view	Pay attention to the planning fallacy	Pay attention to body sensations
Pay attention in meetings	Pay attention to your perceptions of others	Pay attention to honesty and humility	Pay attention to what triggers you

Applications

You’ll align your habits of attention with specific technical or business processes you’re engaged in, and set specific measurable outcomes to evaluate impact.

- Lean
- Kanban
- Agile
- Scrum
- DevOps
- SAFe
- Strategic Planning
- Innovation
- Change Management



The Workshop Leader

Joe Anderson is the author of *Cultivating Attention: The Paradoxical Secret of Team Success* (Kerykeion Press, 2019). As a consultant and program manager he has helped teams succeed at the Bill & Melinda Gates Foundation, Getty Images, Microsoft, and many other organizations. In addition to nearly 30 years of work in the technology industry, Joe has sung, led, and taught Gregorian chant for 20 years. You can contact him through his website, www.jhanderson.biz, by emailing joe@jhanderson.biz, or by calling 206-351-5607. Get the book: <https://www.amazon.com/dp/1733523405>