LOMOS = TRANSFORM YOUR INTERNAL MEETINGS

A totally new way to meet together. Faster meetings, clear purpose, powerful outcomes, ownership and commitment going forward.

IN A NUTSHELL, LOMO GIVES YOU A FRAMEWORK TO HELP YOU...

SELF ORGANISE - FASTER AND GREATER OWNERSHIP

REDUCE THE TOTAL TIME SPENT IN MEETINGS BY 75%

ENERGY UP - CLEARER, MORE PRODUCTIVE MEETINGS

DECIDE WITH 'DATA POWER' NOT 'LOUDEST VOICE POWER'

DE-STRESS - EVERY ISSUE HAS A PLACE TO BE AIRED

THE MEETING CANVASES

	PURPOSE
EXPLORE IT	Generate new ideas and options for solving a problem
DECIDE IT	Evaluate which options to choose by making everyone's views tangible and visible
START IT	Quickstart new work so that the team is totally clear and ready to self-organise the work
CHECK IN	Update team mates quickly and unblock anything that's stuck, gain clarity and ownership
SHOW IT	Make progress and blockers visible to others for empathy, learning and problem solving
STEER IT	Reprioritise/change direction of the work as 'the doing' provides new insight/data
UNBLOCK IT	Cover multiple small problems or discussions by self-building agenda in first 10% of time
IMPROVE IT	Learn and build on what worked. Learn and change what didn't work. Continuously improve.
HELP ME	Ask for and get the support you need quickly.
UNDERSTAND IT	Deeply understand a problem or persona at source.

EXPLORE IT

COME WHAT MAY ...

...we are trying to solve a problem by opening up ideas – far more than we need – with no expectation about the quality. Each is valued for offering a fresh perspective. We are personally responsible for managing our energy and not judging any idea.

PROBLEM DEFINITION ▶

" "

PROBLEM EMPATHY EXERCISE ▶

IDEATION PART I ▶

CLARIFI-CATION PART I ▶

BREAK

CREATIVE STIMULUS ▶

IDEATION PART II ▶
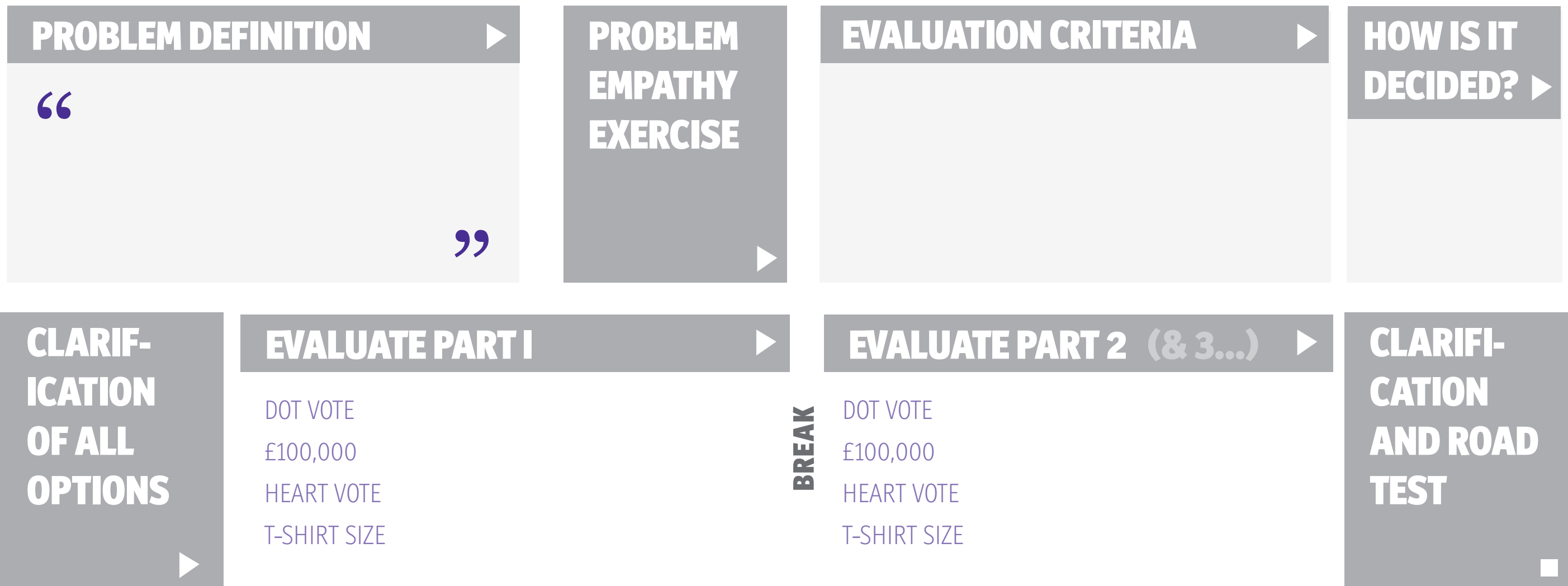
CLARIFI-CATION PART II ■

WHEN IT'S DONE IT'S DONE ▶

COME WHAT MAY ...

...We are assuming all options were created with a positive intent and are inherently valuable for their role in creating new perspectives. We are now neutrally sifting for most valuable idea based on our agreed context for today.

PROBLEM DEFINITION ▶

" "

PROBLEM EMPATHY EXERCISE ▶

EVALUATION CRITERIA ▶

HOW IS IT DECIDED? ▶

CLARIFICATION OF ALL OPTIONS ▶

EVALUATE PART I ▶

DOT VOTE

£100,000

HEART VOTE

T-SHIRT SIZE

BREAK

EVALUATE PART 2 (& 3...) ▶

DOT VOTE

£100,000

HEART VOTE

T-SHIRT SIZE

CLARIFICATION AND ROAD TEST ■

WHEN IT'S DONE IT'S DONE ▶

START IT

COME WHAT MAY …

…we create a shared mental model for the work to be done. We will each question all assumptions until we are completely clear and ready to start and self-organise.

VISION

THE PICTURE OF SUCCESS IS:

NO FLEX

AND WE'LL KNOW WE'VE BEEN SUCCESSFUL WHEN:

1.
2.
3.

ELEVATOR PITCH

FOR <THIS PERSONA>

THIS <THE NAME OF THE WORK> IS A <TYPE OF SOLUTION>

WHICH PROVIDES <DEFINITION OF VALUE>

AND UNLIKE <PRIMARY ALTERNATIVE>

DOES <SOMETHING SPECIAL>.

PERSONAS

USERS

NAME	GOALS &
PICTURE	PROBLEMS
PROFILE	THEY SAY

THE MONEY

NAME	GOALS &
PICTURE	PROBLEMS
PROFILE	THEY SAY

SHAPE AND SIZE

WHAT'S GONNA GIVE?

FLEX

SCOPE

BUDGET

TIME

QUALITY

NO FLEX

ROLES

ROLE 1: #	ROLE 2: #	ROLE 3: #
- RESPONSIBILITY 1	- RESPONSIBILITY 1	- RESPONSIBILITY 1
- RESPONSIBILITY 2	- RESPONSIBILITY 2	- RESPONSIBILITY 2
- RESPONSIBILITY 3	- RESPONSIBILITY 3	- RESPONSIBILITY 3

WORKING TOGETHER

CONVO	HQ	CYCLE LENGTH
		CHECK INS
PRIORITIES	MASTER ROLES	SHOW IT / RETRO

WHEN IT'S DONE IT'S DONE

CHECK IN

COME WHAT MAY ...

We are here to share individual progress (or lack of) with our colleagues with total transparency and without judgment, during or after the LoMo, and to share honestly where we are blocked and the gaps we are each uniquely able to see.

SIGN IN ▶

Where you're at. How you are showing up today.

NUMBERS ▶

If there is a number or stat associated with one of your roles, share what it is today e.g. number of missed appointments

JUST DONE / NEXT UP ▶

What was the most valuable thing you did/learnt yesterday?

What is the single biggest priority for today?

BLOCKERS ▶

Where are you blocked today? What is stopping you delivering what you think is the most valuable work?

GAPS ▶

Are you sensing or seeing any gaps between today's reality and how good it could/should be that you think we should address?

HEADS UP ▪

Is there anything happening before the next Check In that it would help others to know e.g. visitors, leave, unusual events that day.

WHEN IT'S DONE IT'S DONE

UNBLOCK IT

COME WHAT MAY ...

...We trust each other to each bring the problems or updates most valuably shared as a group and to be crystal clear about the outcome we want and the type of help we need. We are listening to our colleagues, doing what they are asking of us and signposting more, if relevant.

CREATE CARDS ▶

PROBLEM / UPDATE !!!

WHERE I NEED TO GET TO: _ _ _ _ _ _

I WANT YOU TO: _ _ _ _ _ _ _ _ _ _

FORM AN AGENDA ▶

25% 25% 25% 25%

ACTIONS ▶

LEFTOVER ■

WHEN IT'S DONE IT'S DONE ▶

SHOW IT

COME WHAT MAY ...

*...as **Show-ers**, we are here to share progress (or lack of), make blockers visible and ask for the help we need. As **Show-ees**, we are here to learn, support by responding with data, ideas and offers of help, trusting the Show-ers to use as they think best.*

SHOW-ERS

| VISION ▼ ▶ | PROGRESS ▼ ▶ | LEARNING ▼ ▶ | BLOCKERS ▼ ■ | HELP NEEDED ▼ ■ |

SHOW-EES

QUESTIONS	LIKE	DON'T LIKE	I CAN HELP...

WHEN IT'S DONE IT'S DONE ▶

IMPROVE IT

COME WHAT MAY ...

...we believe that everyone made the best decisions based on the knowledge and resources they had at the time and that this session is to decide how to improve our work.

WHAT WORKED	WHAT DIDN'T WORK	PUZZLES	LEARNINGS

ACTIONS

I'LL TAKE THIS ACTION...	AS A TEAM, WE'LL...	WE THINK THE WIDER ORG COULD...

WHEN IT'S DONE IT'S DONE

STEER IT

COME WHAT MAY ...

...we will use all new data to correct our course and prioritise the most valuable next actions with fresh eyes. We're all responsible for letting go of what was and seeing what is.

WHAT IS	STOP	START	DO MORE	ACTIONS
NEW DATA				TO DO
				TO COMMUNICATE
LEARNINGS (FROM RETRO)				TO LEARN

WHEN IT'S DONE IT'S DONE

HELP ME

COME WHAT MAY …

…I'm responsible for asking for help when I need it, clearly sharing the problem and co-creating the solution.
…as the person helping, I'm committed to truly understanding the problem, and not pre-judging but co-creating the solution.

BOOKING CARD ▶
PROBLEM / UPDATE **!!!**
WHERE I NEED TO GET TO: _ _ _ _ _ _ _
I WANT YOU TO: _ _ _ _ _ _ _ _ _ _

WITH MY
COACHING
TRAINING
CONSULTING
HAT ON

▷

KNOW / DON'T KNOW	OPTIONS	RESOURCES	ACTIONS

WHEN IT'S DONE IT'S DONE ▶

ROLES

HOW ROLES WORK

Separate people from the work - a person energises a role
Roles are mutually exclusive and collectively exhaustive
People might energise more than one role
Roles are living - they are used and evolving all the time

ROLE 1	ROLE 2	ROLE 3
RESPONSIBLE FOR	RESPONSIBLE FOR	RESPONSIBLE FOR
• ASDF	• ASDF	• ASDF
• ASDF	• ASDF	• ASDF
• ASDF	• ASDF	• ASDF
• ASDF	• ASDF	• ASDF
• ASDF	• ASDF	• ASDF
• ASDF	• ASDF	• ASDF
• ASDF	• ASDF	• ASDF
AND NOT	AND NOT	AND NOT
• ASDF	• ASDF	• ASDF
• ASDF	• ASDF	• ASDF
• ASDF	• ASDF	• ASDF

• NEW THING

?