



Analyse failures and successes to draw lessons learned



4 - 16



2h



Benefits

For the facilitator Strengthen group cohesion around a shared narrative.


For the participant Use the collective experience for learning and ease any guilt about mistakes.

Following an event, this activity enables participants to analyse and share both the positive and negative aspects of their common experience to draw lessons for the future. This activity begins with an individual and general review of the past experience, then moves into a more in-depth group analysis. The final part focuses on identifying areas for improvement and establishing concrete actions to progress.

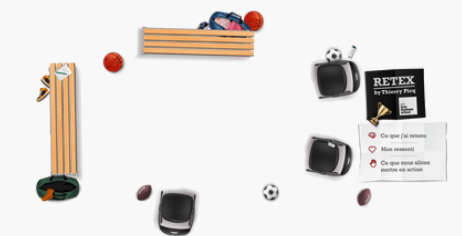


Sequence

5 min	Activity presentation	<i>In plenary</i>	The facilitator explains the objective and structure of the activity to all participants, then presents the situation to be explored.
5 min	Individual reflection	<i>Individually</i>	Participants individually respond to the following questions: What do you take away from this experience? How did you feel during this experience? What will you put into action tomorrow as a result? What is the key lesson you are taking away?
10 min	Pair discussion	<i>In groups</i>	The facilitator forms pairs. Participants share and discuss their responses with their partner.
20 min	Group analysis	<i>In groups</i>	The pairs then join another pair to form a group of 4. Together, they analyse their shared experience by answering questions such as: What happened? Why did it happen that way? What are the key lessons?
30 min	Restitution 1	<i>In plenary</i>	The facilitator leads a collective phase for groups to compare their analyses.
20 min	Commitment plan	<i>In groups</i>	The facilitator forms new groups. Within each group, participants create a commitment plan by answering questions such as: What will we change in our ways of working? What should we communicate to the organisation?
30 min	Restitution 2	<i>In plenary</i>	The facilitator leads another collective phase for groups to compare their commitment plans.

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Customisation of tables



Content

Instructions - REX - Pair discussion

Notes - REX - Group analysis

Notes - REX - Commitment plan