

Overview

The High Hurdles exercise is an opportunity to gain focus and clarity on challenges your company is facing. By reflecting on past challenges and lessons learned, and by discussing current issues and challenges, team members often find ways to overcome the business's hurdles.



Objectives

- To review past major hurdles and identify trends
- To recognize current hurdles and identify strategies to overcome them
- To apply lessons learned in the past to solve current challenges

Depth Level:	High
Facilitation Skills:	Medium
Estimated Time:	3 hours
Tools Needed:	Pens/pencils
Handouts	High Hurdles Worksheets
Pre-work:	None
Notes:	Optionally, you can have participants complete their worksheets in advance to save time.
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Facilitation Instructions

- 1) Explain the objectives of the exercise.
- 2) Distribute the High Hurdles worksheets (4 pages total) and review the information requested on each sheet.
- 3) Give participants 45 minutes to prepare their worksheets.
- 4) One at a time, ask each participant to present all of their High Hurdles worksheets. Allow 12 minutes per person.
 - a) First, have them share their Past High Hurdles Worksheet, talk about past High Hurdles and describe how they dealt with them.
 - b) Next, have them share their Current High Hurdles Worksheet and talk through their strategy for dealing with the challenges.
 - c) Try to avoid interruptions when a person is sharing their work. Questions and comments are encouraged after each person shares.
- 5) Ask the next person to share their worksheet and continue until everyone has shared.
- 6) Summarize the takeaways and next steps from the exercise.

Think back to the three biggest hurdles you've faced in your current company or in a prior company. For each, describe the hurdle, how you dealt with it, and how it affected you.

Past Hurdles Worksheet

Hurdle #1

Describe the hurdle. When did it happen?	
Describe how you dealt with it or overcame it.	
What did you learn from it?	

Hurdle #2

Describe the hurdle. When did it happen?	
Describe how you dealt with it or overcame it.	
What did you learn from it?	

Hurdle #3

Describe the hurdle. When did it happen?	
Describe how you dealt with it or overcame it.	
What did you learn from it?	

Answer two questions:

- 1) Is there a pattern or trend in the hurdles you have faced?

- 2) Is there a pattern or trend in how you have dealt with your hurdles?

Current High Hurdles Worksheet #1

Think of the top three hurdles you are facing today. Complete the worksheet below for one of the three hurdles.

Current Hurdle #1

Define the hurdle.	
Describe the current situation.	
Describe the desired outcome.	
List the obstacles you will have to overcome.	<ul style="list-style-type: none"> • • • •
List the information, tools, and resources you need.	<ol style="list-style-type: none"> 1. 2. 3. 4. 5.
List the action items you must take.	<ol style="list-style-type: none"> 1. 2. 3. 4. 5.

Today's date: _____

Goal date for resolution: _____

Current High Hurdles Worksheet #2

Complete the worksheet below for the second hurdle.

Current Hurdle #2

Define the hurdle.	
Describe the current situation.	
Describe the desired outcome.	
List the obstacles you will have to overcome.	<ul style="list-style-type: none"> • • • •
List the information, tools, and resources you need.	<ol style="list-style-type: none"> 1. 2. 3. 4. 5.
List the action items you must take.	<ol style="list-style-type: none"> 1. 2. 3. 4. 5.

Today's date: _____

Goal date for resolution: _____

Current High Hurdles Worksheet #3

Complete the worksheet below for the third hurdle.

Current Hurdle #3

Define the hurdle.	
Describe the current situation.	
Describe the desired outcome.	
List the obstacles you will have to overcome.	<ul style="list-style-type: none"> • • • •
List the information, tools, and resources you need.	<ol style="list-style-type: none"> 1. 2. 3. 4. 5.
List the action items you must take.	<ol style="list-style-type: none"> 1. 2. 3. 4. 5.

Today's date: _____

Goal date for resolution: _____