



High intensity, outcome-driven workshops

# Speedshops™

- **Rapid identification of core issues**
- **Solutions-focussed with 100% buy-in to outcomes**
- **Dynamic environment for single or multi-group sessions**
- **Perfect as part of an internal conference/meetings programme**

**Speedshops™ allow your teams to quickly identify and address core issues in your organisation within rapid-fire 20, 30 or 60 minute sessions.**

They come out of considerable experience in running outcome-focussed 2 and 3 day team workshops, as well as activities connected to internal meeting events and conferences.

**The aim of each group is to rapidly explore issues within the framework of a broader theme, identify shortcomings and build a new way going forward.**

Speedshops™ are powerful in helping teams to translate change strategies into real and practical adjustments to their day to day actions and inter-relationships.

Speedshops™ work well in post acquisition/merger situations when there is a need to embrace culture change and employee engagement issues.

Each facilitated workshop group is limited to a maximum of 15 participants and a minimum of 5. Several groups can operate simultaneously with groups rotating between topics.

*"I was astounded at how far this process brought our management team into reaching 100% agreement on recommended outcomes"*

Divisional CEO, Pearson Education

Need rules of engagement, behaviour  
(100% commitment)

## 100% buy-in to outcomes

All proposals must enjoy 100% buy-in from each group. The facilitator will allow and encourage majorities to try and persuade minorities or dissenting individuals to their view, but at the end of each timed session only those proposals that have achieved 100% support are permitted to go forward to the presentation.

## Everyone gets heard

The precise length of each Speedshop™ is determined according to the nature and complexity of the issues under debate, but would typically be less than 60 minutes.

The facilitator pre-agrees the format rules with each group. These break down any barriers and ensure that even the most reticent participant gets heard.

### How to use Speedshops™

*Speedshops*™ make ideal team activities as part of a wider conference programme. For example, to explore issues arising from earlier plenary presentations.

*Speedshops*™ are also a highly dynamic precursor to more in depth workshops. They quickly identify the core issues for deeper analysis in later sessions.

### Choose between Open Space and agenda-driven environments

*Speedshops*™ easily dovetail into Open Space formats. These allow participants to declare the topics they wish to discuss within a broad framework, rather than operate with pre-set issues determined by senior management.

Any participant who can find at least five other participants to take part in his/her topic can form a group.

Using Open Space techniques, participants are free to join which groups they like. By *voting with their feet* they are better able to contribute on those topics that they regard as most relevant to their own priorities or interests.

EventExtra facilitators are specifically trained in *Speedshop*™ techniques and in achieving high energy from each group with clearly defined and fully endorsed outcomes.

### Reporting

Management's role is to provide initial briefing and task-setting. During the *Speedshop*™ sessions it is important they are absent.

At the end of the sessions, they are invited back in to receive the presentation from the group/s.

Management's role is then to declare which proposals they are able to support straightaway (and in doing, provide an immediate and positive reward for the groups), which proposals need further thought, and date by which they will return with an answer, and finally, which proposals will have to be rejected declaring their reasons why.

### For further information please call

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### Rewards

The participants feel immediately rewarded that they have been listened too and gained some immediate response to their proposals by management. In turn, management are rewarded by the quality and conviction of the outcomes, without feeling boxed-in by the results.

### Ongoing implementation

Proposals are one thing, implementing outcomes is something else.

After all the energy and enthusiasm of the event, the danger is that when participants return to their normal duties their motivation is compromised.

That is where the *EventExtra*™ *Online Event Hub* comes in. We set up a project platform on the hub so that the journey from idea to proposal can continue to implementation. By linking the workshop teams this social media environment the work of implementation can be opened to all subscribers and progress monitored and additional inputs received.



### Video: Watch post *Speedshop*™ participant reactions at:

<http://www.eventextra.net/perfect-conference>

### About EventExtra

EventExtra delivers dynamic participator content for meetings and events.

We specialise in innovative workshop formats and managed online event hubs to properly pre-brief participants, deliver tangible outcomes and promote progress through to implementation.