

FAILOLOGY

How to raise stronger from failures and mistakes

INSPIRATIONAL SPEECH FOR LARGE AUDIENCES BY SZYMON KUDŁA

A failure or a major mistake can make us stronger – or cut our wings for years. Yet, as Joseph Conrad once said, it's only those who do nothing that make no mistakes. Learn from errors and setbacks with help of proven tools (incl. premortem analysis, debriefing session, daily standups) and see best practices used by winning teams and organizations. Check two common patterns of reaction to failures: neurotic (where witch hunting and blaming intertwine with sweeping vital signals under the rug) and constructive. Boost the culture of learning from your own (or even better: other people's) faults. Apply a simple typology of failures, as we shouldn't tar all fiascos and mistakes with the same brush.

Perfect for: teams who wish to approach failures and mistakes openly and fruitfully.

- **Blunder is blunder.** Avoid glorifying fiascos; have guts to call a spade a spade.
- **Down with silos.** Why do narrow specialization and weak cross-functional bonds lead to bizarre, costly mistakes?
- **Daily pulse.** Many failures are preceded by symptoms, which we can spot well ahead.
- **Prevent instead of cure.** Some flaws can be easily prevented and avoided.
- **The power of debriefing.** Take two hours to draw conclusions, in order to save dozens of hours on your next project.
- **Shit happens.** Don't blame and don't escalate; some failures stem from unfavorable coincidence.
- **Dare to experiment.** Two steps forward, one step back – a great success often begins with a series of controlled defeats.

