

Run It Live: A 5-Minute Agility Reset

A ready-to-facilitate micro-session — follow the timed steps. No prep needed.

FRAME · 30 SEC Pick one team process or routine that has felt off lately — a meeting, workflow, or habit — and run it through Stop, Start, Continue.

1 STOP · 1 MIN



Name what to stop.

What is no longer helping — a meeting, step, or habit that adds drag?

2 START · 1 MIN



Name what to start.

What is needed now that the situation has changed?

3 CONTINUE · 1 MIN



Name what to continue.

What is still working and worth protecting through the change?

BEFORE YOU FINALIZE A STOP OR START: Spot who's affected — will it touch someone else's process or flow? If so, involve them in the decision.

WRAP · 1 MIN

Each person commits to one Stop, Start, or Continue change to make in the week ahead. Share it if you'd like — or simply reflect on it privately.

Key point: *Agility is built in small, deliberate adjustments — not one dramatic pivot. · Total run time ≈ 4–5 minutes.*

Your Facilitator Guide: Run It Live

New to leading team activities? Follow this script top to bottom for a calm, confident 5-minute agility reset — the team only sees the previous slide.

RUN THE SCRIPT · ≈ 5 MIN

FRAME · 30 SEC — Set the scene

Ask the team to pick one process or routine that has felt off lately and hold it in mind. No need to share yet — they will run it through Stop, Start, Continue.

1 · STOP · 1 MIN

Have everyone name one thing to stop — what is no longer helping. Allow about 20 seconds of silence, then invite one or two people to share aloud.

2 · START · 1 MIN

Each person names one thing to start — what is needed now that the situation has changed. Keep it small and doable.

3 · CONTINUE · 1 MIN

Each person names one thing to continue — what is still working and worth protecting. Take one or two quick examples — this is where agile leadership lives.

WRAP · 1 MIN — Commit

Each person commits to one Stop, Start, or Continue change for the week ahead. Sharing is welcome but optional — the point is to work through the exercise.

BEFORE YOU START

- No prep or materials needed. It works in any meeting, standup, or huddle.
- Keep your tone calm and steady; you are modeling the adaptability you teach.
- Aim for about 5 minutes total; running a little over is fine.

FIRST-TIME FACILITATOR TIPS

- It is normal to feel nervous; a steady, unhurried pace does most of the work.
- If the room goes quiet, share your own recent pivot first to break the ice.
- Keep it moving, since momentum matters more than perfect answers.
- You do not need every answer; your job is to guide, not to perform.
- Short and complete beats long and rushed, so watch the clock loosely.
- Before you lock in a stop or start, spot who's affected — will it touch someone else's process or flow? If so, involve them in the decision.

KEY POINT (say it out loud) Agility is built in small, deliberate adjustments — not one dramatic pivot. · Total run time ≈ 4–5 minutes.

Adapt It to Your Team

Same 5-minute reset — small tweaks help it land for different teams and work settings.

BY TEAM TYPE

Clinical teams

- Tie agility to shifting acuity, changing assignments, and protocol updates mid-shift; keep it brief out of respect for the floor.
- Frame it as a tool between cases, not one more task — focus on the next decision, not the whole plan.

Non-clinical teams

- Tie the pressure to reprioritized roadmaps, shifting deadlines, and last-minute stakeholder changes.
- Encourage naming the one assumption that is quietly slowing the team down.

BY WORK SETTING

On-site teams

- Use the room — a shared pause and a calm voice make the pivot feel collective.
- Invite people to name their change aloud so the team hears the range of what's shifting.

Virtual or hybrid teams

- Invite everyone to drop their "one change" in chat so quieter voices join in.
- Cameras optional; give people an extra beat to respond on video.
- Name remote stressors: shifting priorities across time zones, async handoffs, and notification overload.

ADAPT, DON'T REINVENT Same reset for every team — keep it short, human, and judgment-free. On video, give people an extra beat to respond.