

Practices for Adaptive Teams

The Agility Lab promotes these 11 practices, which we have seen enhance team effectiveness and wellbeing. This list is imperfect and incomplete, and it is our working version for now.

- **PRIORITIZE IMPACT**
We embrace audacious goals and measure progress as we go so we can let go of less effective approaches and invest in more effective ones.
- **BUILD TRUSTING RELATIONSHIPS**
We invest in respectful, supportive relationships - within and beyond our team - so we can bravely share mistakes, ideas, and questions in service of the work.
- **START SMALL TO DE-RISK QUICKLY**
We dream big and start small, focusing first on our biggest uncertainties so we can learn more about what works and what doesn't before bringing a solution to scale.
- **LEARN BY DOING**
We use quick, lightweight tests to invalidate (or validate!) our most critical assumptions while we deliver value to our customers and other key partners.
- **REFLECT AND ADAPT**
We pause on a regular basis to incorporate feedback, confirm lessons learned, and account for changes in the world around us in order to reprioritize our work.
- **MAKE EVIDENCE-BASED DECISIONS**
We use direct evidence to make clear decisions about adjustments to our work. We continually reprioritize in service of conservation impact.
- **CO-CREATE WITH HUMBLE CURIOSITY**
We embrace first-draft thinking and feedback to collaboratively develop solutions, and we continually improve our work rather than letting perfectionism delay our progress.
- **CELEBRATE PROGRESS**
We make time to applaud small and big wins along the way. Learning is progress, failure is progress, saying no is progress — and we celebrate all of it.
- **STRIVE FOR EQUITY**
We increase our chances of achieving enduring conservation impact by sharing power with historically excluded peoples and communities.

- **SAY NO**

We say no to work that is not leading toward enduring, equitable, accelerated impact so that our yeses are more powerful.

- **WORK IN WHOLE, DURABLE TEAMS**

We come together in dedicated teams to focus on big goals that require all of us to accomplish — rather than splitting our time between many different strategies.

