



HOW TO ADOPT THE BEST FROM OTHERS

Play with your mindset. Think, “I’m open to learning from my peers.” Shifting your outlook lets you hear ideas you might have missed before. If you notice resistance to the thought, explore what’s behind the resistance.



Identify areas your team wants to improve and actively seek out other teams’ successes.



Check the data backing up claims of success. Don’t copy something just because it sounds cool, has a charismatic leader or a whiz-bang website.



Take part in communities of practice with others throughout KP who do the same type of work you do.



If you hear yourself or your co-workers say, “But we’re different,” pause for a moment. Then ask, How are you different? How are you the same? Given your answers, how might your team adapt a practice that has been successful elsewhere?



If you can’t—or won’t—borrow a successful team’s practice, can you identify a way to match its performance?



Put the projects you adopt from other teams through multiple tests of change and adapt as necessary to make them your own.