



## INSIDE THE TEAM WITH JESSE FAVRE: AFTER THE EPISODE

### **Leader Companion Guide for Team Dialogue & Action Planning**

## **EPISODE 4**

**Episode:** From Perfection to Progress: Strategy Starts in the Mess (Ft. Ken Moire)

**Duration:** 18 min.

#### **KEY TAKEAWAYS**

Many teams stall because of “perfection paralysis” — the belief that everything must be airtight before starting.

Strategy should feel messy; naming the mess is what reveals the starting point.

When you’re facilitating strategic conversations, set norms that keep the group aligned on scope or “altitude” so you don’t slide into the weeds.

Use data to show movement, even in small increments, and focus your team on getting better each day rather than chasing perfection.

#### **DISCUSSION QUESTIONS**


1. Where does “perfection paralysis” show up in our team’s work right now?
2. Which parts of our workflow or collaboration feel messy or unclear?
3. What’s one small move we could make this week that would push us closer to our goals and KPIs?
4. Where are we relying on opinions instead of data to guide decisions?
5. Where could a map or other visual tool help us see a process, problem, or customer path more clearly?
6. What team norms or guardrails would help keep our high-level meetings from slipping into the weeds?
7. How can we consistently highlight and celebrate incremental wins to reinforce progress?

#### **CHOOSE A CHALLENGE!**

- Try a visual tool to better understand your customers or processes (i.e., an empathy map, process map, etc.).
- Take the next step in your strategic plan and break it into the smallest actionable moves.
- When a problem surfaces, go to where the work happens — or use a screenshare — to see the issue in context.
- Have team members shadow each other to build a fuller, cross-functional understanding of the business.
- Make progress visible with a public tracker or dashboard so the team can literally see momentum building.



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**CONTACT**

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# » MEET YOUR HOST



Jesse Favre, MSW, MBA is a leadership trainer and public speaker specializing in human behavior and mental health in the workplace.

Since founding her company in 2022, she has delivered 1,000+ seminars and workshops to employees around the world.

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