**Ingredients for Success**

**Format**: Group Activity

**Time**: 20 - 30 minutes

**Materials**: Ingredients for Continuous Improvement tables (blank, completed version) may be used as handouts or overheads

Flipchart/markers

**Instructions**:

1. Hand out blank table or display on overhead and explain to group: ‘There are many ingredients that contribute to improved results. Looking at the top row, we see that these include . . . When even one ingredient is missing, there may be unintended consequences which become barriers to accomplishing intended results, in our case improving outcomes for young children.’
2. ‘In each row following the top line, you see that one ingredient is missing. Think about what this absence creates in the form of a barrier and write it in the last box. Use single words or short phrases.’ (5 – 7 minutes; best done first as an individual exercise)
3. Reconvene the group and ask for their responses. Write on a board or flipchart. (5 minutes)
4. After all rows are completed and responses shared, ask participants to reflect if they have ever experienced anything like this in their work. Ask participants to share (if appropriate). (5 – 10 minutes)
5. After discussion, explain ‘There is still one missing ingredient. It does not appear as a box but is instead expressed as all those + signs between the ingredients. What is that missing ingredient?’ After several guesses, say, ‘It is LEADERSHIP. Leadership is what is needed to bring all these ingredients together to produce results. It is not necessarily the same thing as having a single ’leader’ to lead the charge; rather, it is the responsibility of those involved regardless of their positions in an organization or system to work together to make it happen.’



