



EARTHE

Activity 2

Digital toolkit for innovative curriculum and methodological development

Module - Leadership

Method - 360° feedback for leaders

Class activity - From Data to Drive: How a 60-Minute Hackathon Turned Feedback into Action

Module 5 - Leadership

Case study - From Data to Drive: How a 60-Minute Hackathon Turned Feedback into Action

Related Method - 360° feedback for leaders

Context and Background

A social enterprise employs mid-career adults (ages 32–58) who are re-skilling from manufacturing into circular-economy services. After piloting a 360° feedback survey, the cooperative’s learning team realized participants needed structured help translating raw reports into tangible behavior-change plans. They embedded the Goal-Setting Hackathon into their six-week leadership clinic.

Problem / Challenge Presented

Initial feedback debriefs produced insight but little follow-through; leaders left sessions with vague intentions such as “listen more” or “be decisive,” but three months later peer observations showed minimal change. The challenge: **convert feedback awareness into SMART, accountable commitments—quickly and sustainably.**

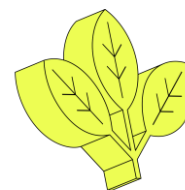
Actions Taken / Method Applied

Facilitators ran a **Goal-Setting Hackathon** immediately after individual 360° debriefs:

1. Three stations—Clarify, Stress-Test, Accountability—staffed with peer coaches.
2. Colour-coded templates forced brevity (one sentence) and metrics (e.g., “two client-check questions per meeting”).
3. Accountability partners signed a 60-day check-in sheet and booked calendar reminders on the spot.

Outcomes and Results

- **100 % of participants** left with a signed, time-stamped SMART goal.
- After 60 days, 78 % reported *partial or full* achievement; peers corroborated visible behaviour shifts (e.g., agenda circulation, structured delegations).



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- Meeting-efficiency metrics improved: average meeting length dropped 17 %, agenda adherence rose to 89 %.
- Qualitative interviews revealed higher psychological safety: leaders were “less defensive” and “more experimental” in trying new behaviours.

Lessons Learned

Speed plus structure beats prolonged reflection—momentum matters.

Peer involvement in goal wording boosts clarity and personal accountability.

Small, observable behaviours (e.g., “ask open question first”) are more likely to stick than abstract traits (“be empowering”).

Key Success Factors

A tight, three-station rotation sustaining energy and focus.

Simple visual templates preventing over-wordy goals.

Immediate scheduling of follow-up check-ins to lock commitment.

Challenges Encountered and How They Were Addressed

Some leaders drafted overly ambitious targets. Stress-Test station peers pushed back, scaling goals to 60-day realism.

Participants hesitated to “police” colleagues. Facilitators reframed partners as support buddies, not inspectors.

Time overruns in early pilots were solved by projecting a visible countdown clock and playing a gentle chime at station switches.

Applicability / Recommendations for Educators

- Embed the Hackathon immediately after 360° debriefs—strike while insight is fresh.
- Limit goals to one high-leverage behaviour per leader; depth over breadth.
- Use coloured or pictorial templates for lower-literacy groups; focus on “What, When, How measure?”
- Schedule a group “celebrate & recalibrate” huddle at the 60-day mark to reinforce learning cycles.