# A good session feels great. What happens after?

01 / TEAM · BEFORE & AFTER

## Readiness to contribute

Do people feel more ready to share an idea after our 15 minutes together?

THE FORMULA

Change = Average score after − average score before

Ask everyone the same question before and after. "How ready do you feel to contribute?" Use a 1–10 scale. This shows an immediate self-reported shift, not lasting change.

02 / BUSINESS VALUE

## Return on investment

Did a project produce enough measurable financial value to justify its cost?

THE FORMULA

$$\text{ROI} = \frac{\text{Financial benefit} - \text{total cost}}{\text{Total cost}} \times 100$$

Use this only when you can reasonably estimate the benefit in money. A good session can be valuable without a defensible ROI figure.

03 / PRODUCT / AGILE

## Cycle time

Once work starts, how long does it take to get something finished?

THE FORMULA

Cycle time = Finish date − start date

Measure comparable work from the same start and finish points. Faster is useful when quality remains sound.

04 / TEAM / DECISIONS

## Decision rate

When a team comes to make a decision, does it leave with one?

THE FORMULA

$$\text{Decision rate} = \frac{\text{Sessions with an agreed decision}}{\text{Sessions where a decision was the goal}} \times 100$$

Only count sessions intended to reach a decision. Exploration can be useful without a decision.

05 / TEAM / CREATIVITY

## Idea-to-test rate

Of the ideas shared, how many does the team choose to try?

THE FORMULA

$$\text{Idea-to-test rate} = \frac{\text{Ideas chosen for testing}}{\text{All ideas shared}} \times 100$$

An idea counts when the team identifies a practical test. This measures selection, not the quality of every idea.

06 / TEAM / LEADERSHIP

## Participation rate

Did the conversation include more than the usual voices?

THE FORMULA

$$\text{Participation rate} = \frac{\text{People who contributed}}{\text{People present}} \times 100$$

Count someone who shared an idea, question or perspective. This shows breadth of participation, not equal airtime.

07 / TEAM / ACTION

## Follow-through rate

A week later, did the agreed next steps actually start?

THE FORMULA

$$\text{Follow-through} = \frac{\text{Agreed next steps started within 7 days}}{\text{Next steps agreed in the session}} \times 100$$

Count a step once an owner takes an observable first action. Starting a step does not mean it succeeded.

THE REAL TEST

## Bring me a challenge your team is stuck on.

Let's try a 15-minute Spark session together. We can check how ready people feel before and after, agree on a next step, and see whether it starts within a week.

**Try a session with Edgars ↗**