

META-ATTENTION TOOLKIT FOR BOARDS

Collective Attention Assessment

Rate your board's current capability (1-5 scale):

Shared Scanning

- ☐ We explicitly coordinate attention across different domains _____
- ☐ Directors focus on different environmental sectors systematically _____
- ☐ We avoid all focusing on the same information sources _____

Pattern Integration

- ☐ We regularly connect dots between seemingly unrelated observations _____
- ☐ Quarterly sessions dedicated to thematic analysis _____
- ☐ Cross-functional insights are synthesized at board level _____

Weak Signal Amplification

- ☐ Minority perspectives are actively sought and heard _____
- ☐ Uncomfortable data receives adequate consideration _____
- ☐ Contrarian views are welcomed and explored _____

Collective Reflection

- ☐ We examine our own attention patterns regularly _____
- ☐ Gaps between intended and actual focus are identified _____
- ☐ Board attention allocation is consciously adjusted _____

Adaptive Response

- ☐ We modify attention allocation based on emerging patterns _____
- ☐ Real-time adjustments are made during meetings _____
- ☐ Learning from attention patterns informs future agendas _____

Attention Mapping Exercise

Instructions: Each director plots their primary attention areas on the strategic landscape below

Strategic Domains

Financial Performance: _____ %
Market/Competitive: _____ %
Operational Excellence: _____ %
Technology/Innovation: _____ %
Regulatory/Compliance: _____ %
Stakeholder Relations: _____ %
Risk Management: _____ %
Culture/Talent: _____ %
Sustainability/ESG: _____ %

Collective Attention Gaps

What domains are under-attended? _____
What domains are over-attended? _____
What emerging areas need more focus? _____

Weak Signal Protocol Template

Meeting Date: _____
Assigned Director: _____
Contrarian Perspective to Explore: _____
Data/Observations that Challenge Assumptions: _____
Questions Raised: _____
Board Response: _____

PSYCHOLOGICAL SAFETY BUILDING PRACTICES

Pattern Integration Session Guide

Quarterly Review Questions:

What themes emerge across different information sources?
Which stakeholder signals are converging or diverging?
What story do our various data points tell together?
What possibilities become visible through systems thinking?
Which patterns require board attention vs management action?

Meta-Meeting Review Checklist

Actual attention allocation vs intended priorities reviewed
Quality of collective focus during key discussions assessed
Attention drift patterns identified and addressed
Collective sensing capability gaps noted
Adjustments planned for next meeting cycle

Based on research from King & Badham (2019) "Mindfulness at work: A critical re-view"; King, Norbury & Rooney (2020) "Coaching for Leadership Wisdom"; and King & Murdoch (2021) "Mindful Board Assessment Survey."

Download additional resources at: www.drlizking.com