

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:	_____	%
1Risk 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