This exercise is useful when your change is stuck or when you identify a "crack" or some dysfunction that others in the organization don't see. A 'hack' exposes the dysfunction to the system so it can self-correct, or identifies a disruptive option to get your change 'unstuck'.

There are 3 zones:

- **Green**: Safe zone. Think of this as a gentle nudge or jiggle
- **Yellow**: Gentle Disruption: Think of this as a kick in the organizational ass
- **Red**: Polish your Resume Zone: Stuff that is highly disruptive and might destroy your credibility or get you fired.

Re-use your change challenges, work from the canvas creation session, and the experiments creation session where possible/available.

- Divide the group in subgroups. Each subgroup has a problem Owner, who will explain the problem in her/his group. Place key info on stickies in the White center of the diagram (10 min).
- In sub groups, bring over the options and experiments identified in the Hot Seat exercise and/or write down activities to expose the problem you want to fix (the changes we used for the Hot Seat and Canvas exercises, and plot these stickies on the corresponding circle (short timebox of 10 min)
- Swap the result with another group
- The second group will try to 'break the machine' (try to come up only with Red Zone hacks, another 10 min)

Debrief Questions

- What is this like for the person who had the problem?
- Was it better or worse to get input from people with less context than your table group?
- Groups: what was different between working on your group's problem versus having someone from another table bring a problem that you had little context about?

Underlying Models
- www.bizculturehackers.com

Disruption Zone
Hacks

Learning Zone
Experiments

Safe Zone
Activities

The Change
Org. Norms