

3. Validated Learning

Validated Learning - Test assumptions. Learn fast. Pivot wisely.

Flash concepts

Use Hypotheses	Measure Outcomes	Pivot when needed
Use hypotheses to guide change, not assumptions..	Measure outcomes—not just activity.	Pivot when needed: even “failed” experiments generate insight.

Practices you can start to apply tomorrow

Step	Action items
Treat each proposed change as an experiment	Define what you expect to happen (e.g. “If we implement pair programming, we expect fewer code review defects”), then implement it on a small scale, measure the results, and decide whether to adapt, adopt, or drop the change

Tools and Templates

What	Why and where
A3 Lean Change Canvas	Compact format to document problem, root cause, and plan. See Template Library .
Change Hypothesis Tracker	Log, test, and learn from each experiment. (add link)
Experiment Canvas	Template to design a focused experiment for a change idea. It ensures you think through the hypothesis, the plan, and what metrics you’ll check. This prevents vague “let’s try this” change. See Template Library
Book	? (add link)
Check out how we can help	Checkout our trainings Community & Help

Page owned by	LEMOS, Barbara
Date of content validation	27 May 2025