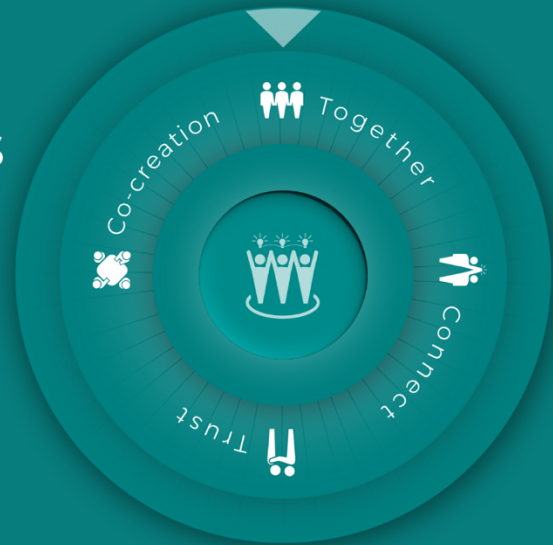


Togethershhip Tips #2

By Motivators@Work
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Bringing people together intentionally

As you plan to get your team together, STOP defaulting to PowerPoint, KPI reporting and department updates. And don't default to 'party or simple team building activities' either.

In this newsletter, we'll give you tips on how to start planning the valuable time you and your team have together - and why this is so important.

Firstly, your number one job as a team leader is to create a cohesive, resilient and effective team. The Togethershhip code is the way to realise this.

Let's start with the first element of the code as you start to plan the time when you get your team together, whether that's a weekly meeting or your quarterly off-site.

Step 1: Bringing people together intentionally

Why It Matters

- Whenever you bring people together, you are investing time and money.

- You are also investing in people's energy levels and motivation. If meetings feel like an energy sapping waste of time, it negatively impacts these.
- Get it right and you can maximise productivity, start creating Togethershhip
- Getting around the proverbial campfire to share and co-create is in our DNA: Humans thrive through collaboration and social bonds - not through PowerPoint.

Practical Tips

The key here is the word 'intentionally'.

For off-sites as well as get-togethers like weekly meetings or larger meetings. Make sure that you as a leader invest time in getting it right from the start. Before you start planning the agenda:

1) Answer the following crucial question: As a consequence of the get together, what do I want my people to:

- Feel differently
- Think differently
- Do differently?

If you can't answer that, then don't have the meeting.

2) Decide what kind of get together it is or what each element is for, from a list such as:

- Decision Making
- Information share
- Ideation/ brainstorming
- Review/ learning
- Alignment/ Buy-in
- Team/ trust building ...

Spoiler alert: if you say, 'information share', STOP. It's 2024. Asynchronous info-share is king. When you're in a room together, virtual or in-person, use every minute you can for the brains to interact, engage, decide, etc.

3) Then, and **ONLY THEN**, you can start to plan your agenda. Making sure every element plays into the answers to the questions above.

4) **Location:** be intentional about choosing a location based on the needs identified. If you want people to think differently, do it somewhere different. If you want people to build trust, make sure it's face to face. Be intentional.

5) **Virtual?** If the meeting or get-together is virtual, remember that you can use the breakout room functionality to encourage interaction. And cameras always on. If not, then it's not a meeting, it's a show, at best.

For what the agenda should contain, you'll need the other elements of the code of Togethershship. More on those in the upcoming Newsletters. If you can't wait that long, you can hear more in the TEDx Talk or let's have a chat - drop us an email at max@motivators@wok.com or judith@motivatorsatwork.com.

Best of luck intentionally planning your meetings!

Your Motivators@Work Team.

