MEETING IN A BOX: DISCUSSING CHANGE
Objectives/“Why are we here?”

- Create open dialogue about what has changed in our environment
- Be transparent about the impact to expectations and goals
- Co-create solutions that support achievement in the new environment
Agenda

- Welcome and opening thoughts (5 min)
- Sharing insights (30 min)
- Two more questions (15 minutes)
- Our commitments (10 min)
Ground Rules

- We all participate fully and limit distractions
- We give everybody a chance to speak
- We respect diverse ideas and hold this as a space that enables sharing
- We accept that your experience may be different from mine, but it’s still valid
What it all means to me

- What's changed from my perspective as a leader?
- How have my expectations adjusted as a result of this situation?
Important questions

- What’s different about this new way of working?
- What about our “new normal” challenges our ability to meet goals and expectations?
- What solutions could help us be successful for as long as we’re in this ”new normal”?
- What could be done at the team level to provide useful structure at this time?
- What’s the one word you’d use to describe this time?
Your insights

Complete in advance using team inputs – summarize – themes

Differences

Challenges

In a word...

Solutions

Structure
Two more questions...

- What could provide the team with helpful structure while we’re not together?
- How can we monitor for and help each other through the inevitable stress?
Our commitments

- I will follow up with the team with a summary of findings and actions and how we’ll make them real
- While acknowledging what’s different, we will keep focus on what remains the same about our work and our purpose
- We will keep in touch with each other and be conscious of how we can be most helpful to each other while in these unusual circumstances
THANK YOU