

Dialogue Starters Guide | One-on-One Activities

Explore **Speak Up** in different scenarios. Flip over for group activities

POINTS OF YOU®
Speak Up

Onboarding

Objectives

Support the employee in the onboarding process to the company and/or their new role, identify potential gaps.

When to use

As part of the company onboarding program, the HRBP scheduled a 45 minute meeting to check how the employee is settling in.

How to use

The employee was asked to choose a Photo card that answers the activity question (What is expected of me?) connected to their new position:

- The employee shares why they choose the photo and how it connects to the expectations placed on them in their new position.
- The HRBP asks additional questions (see page 12 for questions how to observe the card) to gain a deeper understanding and initiates a discussion on how the employee can further adapt to their role, team and the organization.
- After the discussion, the employee selects a Word card (for tips on how to observe words see page 13) that captures their key insights on settling into their new role.

What's expected of me?



[20]

Boundaries



Feedback

Objectives

Gain valuable insights and foster open communication during this light and deep feedback session.

When to use

The Direct Manager decided to host a 45 minute meeting with one of their employee's who were working on a challenging project. The aim was to understand their perspective on their progress in the project and to give feedback.

How to use

The employee was asked to choose two Photo cards that address the activity questions (one photo for each question) related to their work in the challenging project:

- The employee shares why they choose the photos and how they connect to the activity questions, to the project and their role in it.
- The Direct Manager actively engages in the discussion by asking additional questions to gain a deeper understanding. They also share their perspective on the employee's engagement through the photos.
- After the discussion, the employee chooses a Word card that captures their key insights on how to proceed in this project.

What's working for me?

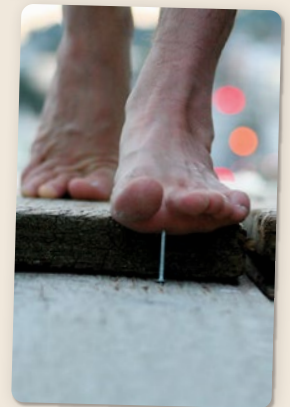


[54]

Priorities



What's not working for me?



Access online activities library.

To learn more see page 6 inside the book.

Dialogue Starters Guide | Group Activities

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Team Building

Objectives

Foster teamwork conversations and co-create strategies to drive future growth.

When to use

The HRBP was invited to facilitate a session as part of a team meeting. The team's manager wanted to focus on team cooperation. The HRBP had one hour to start a discussion about team collaboration, gain insight and define an action plan.

How to use

All the team members were invited to choose three Photo cards that addressed the activity questions and their perspective about working in their team:

What do I appreciate
in our teamwork?



What am I missing
in our teamwork?



How can we grow
as a team?



[18]

Adaptability



- Participants pair up and answer the first question through the photo (5 minutes each). Then they switch partners for the second and third questions.
- As a group, the HRBP moderates a discussion focusing on the insights shared in the pairs, documenting all responses and defines the next steps to improve collaboration.
- Finally, each person selects a Word card, based on the discussion, that represents what will be their commitment to improve the team collaboration.

Leadership

Objectives

Spark meaningful leadership conversations that enable managers to connect, explore and discuss effective leadership principles.

When to use

As part of a managerial development program, the in-house trainer (OD/L&D) lead this “ice breaker” activity to enable the participants to introduce themselves and to initiate a discussion about leadership.

As the trainer did not find a question that was precise for them for this session, they used one of the blank cards and wrote their own question.

How to use

All the team members were asked to choose one Photo card and one Word card that represents Leadership for them:

- In turns every participant shares about the Photo and Word cards they chose and how they connect to Leadership for them.
- Optional - the trainer invites some of the participants to relate to one another and share different perspectives on Leadership.
- All the Photo & Word cards are placed in the center of the workshop room, serving as a visual reference connecting participants to different perspectives on leadership throughout the whole program. Optionally, the same cards can be used for other activities. For example at the end of the day, participants can share with what they are ending the day through their cards.

What is Leadership
for me?



[62]

Role Model

