

Changing more than a name

## Outstanding Leadership Programme 2020/21

### Module 9: High Performing Teams

#### Saved Chat

08:31 Jo Cottell: Hi everyone, news from Guernsey - double vaxxed allowed to visit without quarantine from 1 July. [www.visitguernsey.com](http://www.visitguernsey.com). It would be lovely to see you :-)

08:50 Emily Hughes: In summary of our group I think we're all a bit fed up with being at home and also not really sure about going back to the office!!

08:50:46 Nicola Robert: I love that - we've just started a stop doing meeting with two peers - it is empowering

08:50 Vicki Stott: Similarly to Tim's idea, someone I was talking to makes a 'done' list at the end of every day. It makes her feel better about the ever-growing 'to do' list

08:53 Lora Draper: When looking back on the resilience model, it was nice to recognise that a lot of us had carried out a lot of the advice naturally

09:29 Jonny Whitehead: It is fascinating flicking through all 8 and seeing what shape/format each group has used for how they order their sticky notes!

09:34 Nicky Goldthorpe: These post-its are so useful. I've got to do an interview presentation on my leadership skills next week so I'm going to be using these! Thanks everyone!!

09:39 Katie Mantell: We have an Equality Diversity and Inclusion working group which is one of the most cohesive teams I have worked in - I think because of the passion and commitment to the cause that has brought us together.

09:45 Jennifer Griffiths: are those 5 dysfunctions building on each other (one follows the other) or can be independent of each other?

09:46 Selma: I wonder if someone in your team changes role / gets a promotion - should that also be seen as a new team? Feels like forming > storming etc can happen all over again.

09:46 Simon Laurie: One follows the other - consequence of absence of trust leads to fear of conflict and so on

09:46 Tim Lages: thinking more about the post it notes - no one mentioned the leadership styles coercive/assertive [good point Tim and see back to Module Six on leadership styles, Maggie]

09:47 Jennifer Griffiths: Promotions often disrupt a team dynamic, so I'm sure that would be a new team

10:06 Claire Heath: We have a weekly mid week 'traffic lights' system, based on workload.

10:07 Tim Lages: I always do 1-7 just to get people thinking more

10:07 Tim Lages: also, I often get people to start the meeting by summing up how they feel in one word in the chat

10:13 Hiranya De Alwis Jayasinghe: I think the spontaneous phone call can do wonders, rather than being another video call. And doing walking 121s over a phone call has also yielded a better quality of checking in for some reason.

10:14 Julia Weston: I agree Hiranya, I have been resorting to the good old fashioned phone call more and more recently, with good results.

10:14 Maggie Smith: Walking meetings/chats are being really well received

10:20 Lynda Mann: Lovely to see you all and have a good day.

10:20 Maggie Smith: you too Lynda

10:22 Jonny Whitehead: There is something interesting for me about people who have high levels of influence over a piece of work but actually they shouldn't be getting involved. Managing their expectations / managing them out of the work can be a real time sink. Its almost the flipside to Elli's point.

10:22 Jennifer Griffiths: Trustees are high interest and high influence, but we generally spend less time engaging with them than other stakeholders (our engagement with trustees possibly more impactful as they already have knowledge and already in agreement with direction/strategy?)

10:24 Lora Draper: Eyes in. nose out... lol

10:30 Tim Lages: I might use this to help my colleagues focus on the needs of the beneficiaries rather than partners

10:33 Jennifer Griffiths: Does anyone have any resources for team-building exercises please (particularly virtually) as we need to re-engage before we go back to the office.

10:34 Nicky Goldthorpe: We've used online escape rooms

10:34 Emily Hughes: not team building, but Clore have collated some good wellbeing stuff, including group exercises, which are good

10:34 Selma: I recommend the 'Team User Manual'

10:34 Emily Hughes:

[https://closuresocialleadership.org.uk/general/custom.asp?page=Wellbeing\\_Toolkit](https://closuresocialleadership.org.uk/general/custom.asp?page=Wellbeing_Toolkit)

10:34 Mel Whitney-Long: Sorry, I need to jump off - thank you

10:34 Jennifer Griffiths: thank you

10:34 Silvia Pilotto: sorry I have to leave, great to see you all and have a good sunny day!

Thank you Maggie and Simon

10:35 Gemma Benton: sorry, I too need to leave but this was great!

10:35 Katie Mantell: Thanks - see you next time!

10:35 Jo Cottell: Bye everyone, thank you. See you next time.

10:35 Jonny Whitehead: Good to see you all. Keep well!

10:35 Lora Draper: Thanks so much to you both. Lovely to see you! I also have to leave.

Very best wishes

10:35 Julia Weston: Thank you Maggie and Simon, another great session!

10:35 Elli Moody: many thanks for today

10:35 Amina Shaikh: thanks