

## *The 3 R's for Teams During COVID-19: Resilience, Reinvention and Reflexivity*



Has your online team been flourishing? The switch to virtual workplaces has been difficult for many teams, and understandably so! We've been talking to our clients about a wide array of challenges they've faced, and as a result, have developed these three 60-90-minute online workshops that support the needs we are hearing about—how to tap into resilience, reinvent how we work together, and how to increase social reflexivity (how we support each other as a team.)

With these sessions, you could provide a weekly or monthly workshop for your team, and support them in developing timeless skills that will transport seamlessly into a physical workspace when the time is right. You may also decide to run all three together as a retreat on one day (with breaks in between).

These interactive workshops are developed specifically for your team (with a maximum of 12 people) and focus on your specific team needs. With years of experience working in the online space, Deborah will engage live with your group to work on your team's strengths and opportunities to build the three R's: Resilience, Reinvention and Reflexivity. She uses a wide range of techniques, platforms and tools to involve participants in having fun, learning new practices, and producing noticeable results.

These workshops are designed to flow together, covering the challenges that most teams are struggling with right now and developing solutions together. But you can choose any one workshop as a stand-alone.

Call or email us now to discuss your team needs and whether these workshops are a good fit for you!

### **WORKSHOP #1: Renew, Replenish and Reboot – A Team Resilience Workshop**

If you didn't have solid strategies around resilience before the pandemic, your teams may be struggling now. It is never too late to develop practices for healthy breaks, disconnecting from work, sleep, mindfulness and other measures that bolster resilience.

In this workshop we will:

- Explore the triggers that take us into vicious cycles as a team, and work together on developing resilient ones to replace them.

- Inquire into who we are as a team when we are at our best, what our strengths are, and how we can build on those strengths as we move forward.
- Develop a whole resilience wardrobe of practices that we can pull out as needed.
- Decide together what habits are no longer serving us, what behaviours we need to strengthen, and what new practices we need to develop.
- Uncover the daily habits that give us energy and can transform our work, and those that drain our energy. These may include recognition, balance, email intelligence, energy management or communication. Every team is different!
- Find out how these - and other practices - help to create upward spirals in our team and can create a team culture where we can all flourish.

What is the story of change you'd like to write with your team? Where do you want to be a year from now? Let's build the resilient practices you need to get you there!

### **WORKSHOP #2: Reinventing Your Teams for the New Normal**

Amidst COVID-19, teams are rapidly needing to reinvent themselves. A lot of times, that focus is on reinventing products, services and how work is done with our customers. Rethinking the future like this is necessary. It also changes how we work together. In this very hands-on, interactive workshop, Deborah will provide you with some tools and pose some questions that we will discuss as a large group, as well as in small groups (via breakouts in Zoom).

We will explore:

- Ways to keep our teams connected while apart.
- How we can use this "pause" in our normal way of operating to re-evaluate how we work with our customers.
- The impact of the current changes in our work on how our team functions.
- What the possibilities are for our teams going forward.

We will use generative questions that will help you to walk away with ideas for the future, and a guideline on how to have these same conversations with others in your organization.

### **WORKSHOP #3: Realizing Team Well-Being Through Social Reflexivity**

Teams that function best are socially reflexive, which means that the team supports the well-being of its members, both socially and emotionally. Lots of teams are good at achieving their objectives, setting and meeting deadlines, and getting things done. But if they do not have a good socio-emotional climate they will eventually break down. A resilient team has high social reflexivity, including transformational leadership skills, and high levels of positive emotion and interactions. This has never been more important than right now, as we have been abruptly thrown into a new way of doing our work.

In this workshop we will explore how to improve social reflexivity through:

- Developing team guidelines about the team's purpose, size, objectives and roles.
- Increasing the positivity of meetings through reflective action, mindful listening, gratitude and other practices.

- Meeting regularly to review the team's performance.
- Learning how to do an effective team debrief.
- Developing an agreed upon set of practices to take forward.

You will be introduced to a team positivity test that can be used to measure the amount of positive and negative interactions that regularly happen in your team. This test can be conducted every few months as you adopt new practices to determine how the practices impact the positive interactions of your team members.

What are your current team practices like? Is your team a real team or a pseudo team? Use this workshop to explore ways to improve team well-being through building social reflexivity.

### **About Deborah**

A captivating speaker, storyteller, author and workplace coach, Deb researches the latest breakthroughs in workplace wellness around the globe. She has interviewed many of the leading thinkers, which forms the basis of her work—teaching leaders how to radically shift culture so that people can flourish. Her book: ***A Better Place to Work: Daily Practices That Transform Culture***, is the culmination of these expert interviews. She is a prominent figure in the story of how Canadian workplaces have adopted practices to become better places to work through her development of The Better Workplace Conference. This powerful initiative created a whole generation of workplace health professionals and a huge community of practice. Deborah's raison d'être is to change the work conversation to create environments—whether they be in person or virtual—that allow for more creativity, innovation, engagement and fun.

