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WHY?

- Our own experience as a team
- Our 'other' family
- Conversations with leaders



Remote

≠ Distant

LEADER'S IMPERATIVE.

Virtual team meetings > Work meetings



Welcome to the No-Nonsense Webinar

LEADING REMOTELY

The 4 Part Series



About Team- Staying connected and engaged



About Learning - Not losing the focus on team development



Lead Self Improvement - Personal reflections for growth



About Change - Creating team conversations around change

Session – 1 : About the Team

- Focused on getting to know the team, beyond the role.
- Sharing & conversations within the team beyond work.
- Short activities : Start or end-of-work calls with the team.
- Designed for easy add-on with minimal preparation.

Will share the content with all after the Webinar.

What you will not get in this session.



- 30,000 Feet Pontification
- Case Studies from Silicon Valley
- Data Insights, Surveys & Reports
- No requirement of more software or apps

LET'S
BEGIN

1. Two to Tango

- An activity for team members to get to know each other beyond work.
- Build connections among team members who don't work closely with each other

Two to Tango - Instructions

Preparation:

- Break your team into 2 groups.
- Assign numbers 1-10 (or lesser if you have a smaller team) to each of the 2 groups.
- Do so in such a way that people who are less familiar with each other have the same number.

ILLUSTRATION

Team 1		Team 2	
Team Member	Round 1 #	Team Member	Round 3 #
Ashish	1	Ankita	7
Bhavna	2	Bhavdeep	5
Chetna	3	Cyril	3
Dileep	4	Deepak	1
Ehsaan	5	Ekta	2
Francis	6	Farhan	9
Gurdeep	7	Gaurav	4
Himesh	8	Himmat	6
Inder	9	Indira	10
Johnson	10	Jasmine	8

Two to Tango - Instructions

- On the call send a private message to each of the team members with their assigned numbers.
- Ask them to write it on a piece of paper in a large font so that it's clearly visible on screen.
- On your mark, ask them to display their number on their screen and identify the other person with the same number.
- Ask them to get on a 2 min. call (outside of the virtual meeting) to quiz each other on the 3 questions you will pose to them.

Two to Tango - Instructions

- Questions need to be ones that help the team discover a side of the team member that everyone may not be aware of;
 - The superhero you dislike and why.
 - Your favourite alternate profession.
 - What you like most about our team.
 - One thing that irritates you the most.
 - Your 3 am friend
 - The place I would go for a holiday if money wasn't an issue... and so on.
 - If they were a beverage, which one would she/he be and why.
- Bring everyone back in the meeting after 2 mins
- The listener in each pair has to introduce their partner. You can move from one pair to another.

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- Know the person behind the role.
 - Encourage openness and sharing in the team.
 - Setting up for greater bonding and cohesion



talkingpoints

2. Game Face

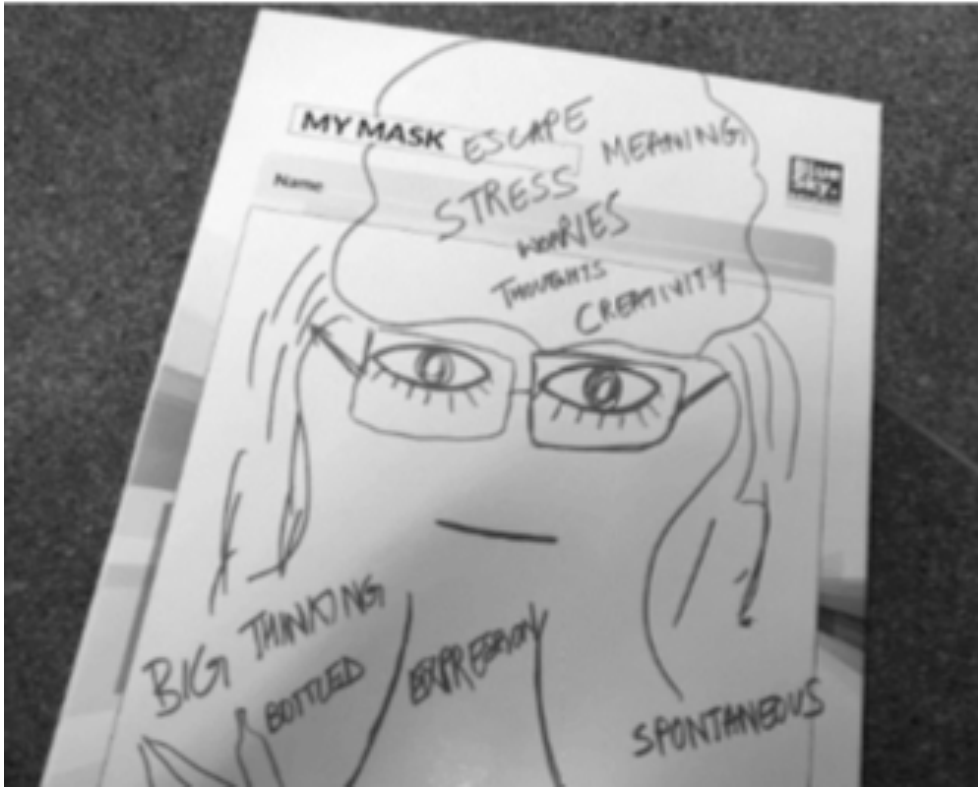
- To explore the mindset of different individuals in the team.
- To create a deeper connect in the team through open sharing.

Game Face - Instructions

- Ask everyone to have a sketch pen or marker and an A4 sheet handy.
- Ask your team to draw their own face on the sheet of paper.
- BUT the features and expressions should be altered to represent their reaction to one of the following statements:
 - My challenges of dealing with the present situation.
 - Changes I need to do in the way in my working style in dealing with the new reality
- For instance: That one has to learn more can be represented by large eyes or a bigger head and so on.



Game Face - Instructions



- As a preparation, have your own Game Face ready. Display it and talk about it.
- Be frank and share openly to encourage the team to do so too.
- This will give them confidence
- Give everyone 5-7 mins to work on it and get them to share one by one.
- Tell them not to worry about artistic elements.



- Help team introspect changes one will need to make.
- Explore personal barriers and challenges to change.
- Promote camaraderie in the team.

3. Diverse Universe

- Appreciate differences of mindsets & personalities in the team.



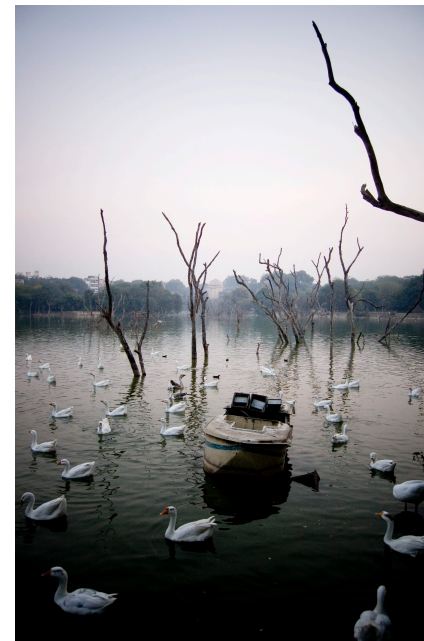
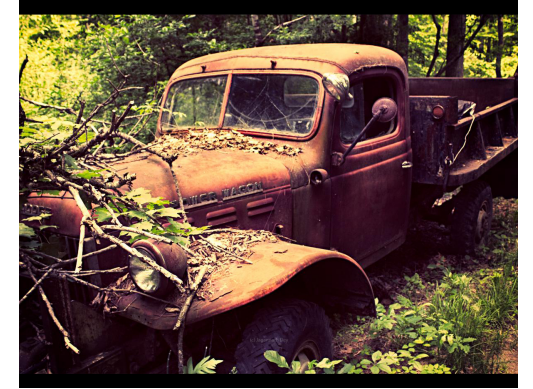
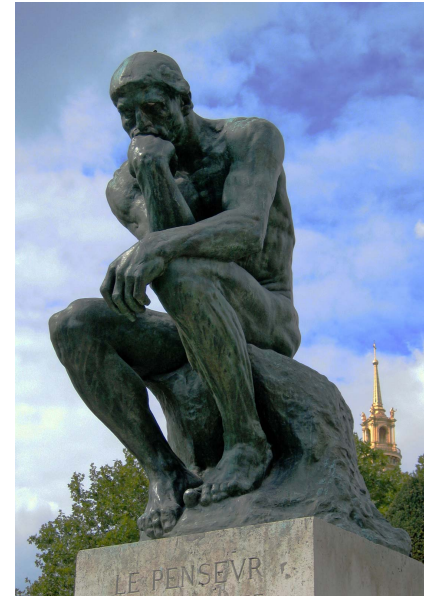
Diverse Universe- Instructions

Preparation:

- Keep 6-8 pictures handy in a folder ready for access during your call*
- The pictures chosen should be slightly abstract so that they can evoke multiple thoughts and interpretations.

On the Call.

- Tell the team that you are going to share a few pictures with them in a private message or on Whatsapp/email.
- Ask them to write a phrase or a short description about the image on sheet of paper, but not to share it till you ask them to.
- Ensure one picture is sent to at least 4 team members.
- Each member has at least 2-3 pictures.





- Our differences are our strengths.
- Show Respect & empathy to others' points of view
- Need to show restraint and patience in dealing with those who don't things the way we do.

4. Oriental Con-fusion

- A fun activity to energize the team and get everyone involved.
- A mini team-building activity which will test the team on working together and supporting each other.



Oriental Con-fusion - Instructions

Preparation:

- Create 2- 3 equal teams depending upon your team size.
- Have 2 sets of connected phrases ready which can conjure up funny images for the team.
 - **SET - 1**
 - “A girl shrieks when she sees an elephant under her bed”
 - ” The Elephant under the bed got scared when he saw a girl on top of it, looking down
 - **SET - 2**
 - A Zebra was waiting at a crossing for the ‘Walk’ sign to turn green.
 - A Car skidded to a halt upon seeing a Zebra at a crossing
- Be familiar with volume and camera features on your call platform as you will need to use it during this activity.



Oriental Con-fusion - Instructions

- After briefing the team about the game divide them into 2 separate 'rooms' on your call.
- Select 2 members each from group and share 1 statement each with each of them privately.
 - SET 1 for 2 members of Team 1
 - SET 2 for 2 member of Team 2
- The 2 team members must create a drawing to depict the statement without discussing with each other.
- Give them 5 mins each to draw and tell them that this is not a test of artistic capability.
- Ensure the 'artists' are not sharing their images on the camera

Oriental Con-fusion - Instructions

- After 5 mins, the 2 team members will share the images by holding up their artwork or sharing a picture with the you and you can project it to the group.
- The rest of the team has to guess the two statements from the two images.
- Let this first happen in the independent rooms.
- Then share the images and the 'BEFORE' and 'AFTER' Statements with the whole group.
- **Enjoy the laughter that follows!.. It's precious these days**



- Importance of high-quality communication in these times.
- Need for empathy in communication
- Humanize communication in this virtual world

5. Whose Prop is it anyway?

- A fun activity that gets the team to explore their creative side.
- Competitive exercise using daily use props available at any home.

Whose prop is it anyway - Instructions

- After 10 mins bring everyone back into the group.
- Start with the first team member of one team and then alternate between the 2 teams for each round.
- Each of the teams must rate the top 2 of the other team.
- Have a virtual awards function for the top 2 performances of each of the teams.
- The award in this case is the applause from the rest of the team!



- Importance of creativity and out of the box thinking.
- Need to think on our feet and implement things quickly.
- No fear of failure or judgement

Q&A

We will try to answer as many here. And will respond to others over email

About BlueSky Learning

- 16 years, 14,000 man-days and counting
- Built on the belief that attitude & behaviour *is the differential*.
- Experiential, activity-led learning- *Gap between knowing & doing*
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Next Session



About Learning - Not losing the focus on team development

- Getting the team to explore key behaviours important to be an effective team player.
- DIY tools to drive productivity and goal alignment while being virtual.
- 3 Tools of 20-30 Mins Each - One every fortnight.
- **Apr 16, 2020 03:00 PM**