

Before you connect – what’s your mental state?

- Leaders Lead!
 - Forget about yourself/your losses – focus on others / opportunities
 - Read Dan Sullivan’s article – *The “Scary Times” Success Manual*
 - Mindset - Seek the opportunities!
- Positive
- Honest
- Frequent

When and How to personally connect?

- Structured cadence – Annual / Quarterly / Weekly / Adhoc
- **Annual Planning Team Health Exercises** (done per team/dept)
 - **Personal Histories** exercise
 - 1) Your hometown?
 - 2) Number of siblings?
 - 3) First job?
 - 4) Worst job?
 - 5) Greatest challenge growing up?
 - 6) One thing that no one else here (on the call/in the room) knows about you?
 - **One Thing** exercise
 - Write down the answer the following two questions about everyone else:
 - Your single, greatest contribution to the team is...
 - The one thing I wish you would Start(or Stop) for the greater good of the team is...
 - Start with one person, everyone shares their greatest contribution about them
 - Then everyone shares their “one thing”
 - The person getting feedback cannot respond/debate/explain/etc, just take notes
 - After everyone received their feedback, each person reviews their feedback and commits to “one thing” that they will work on for the next 12 months. Share this with the team
- **Quarterly Planning Team Health Exercises**
 - **Check In** at the start the meeting with:
 - your Best Personal and Best Professional (since last qtr)
 - **Take an Assessment** prior to the meeting; share the results in the meeting
 - DISC/Kolbe/Strengths Finder/ etc
 - **One Thing status update**
 - Each person reminds the team of their One Thing commitment
 - Everyone else gives them simple feedback on progress, are they doing better, worse, or the same

- **Weekly Team Health Exercises**
 - **Segue** into your weekly meeting (staff meeting/status meeting/ etc) with:
 - Best Personal and Best Professional (since last week)
 - (remember Leaders set the tone – be open, vulnerable)
- **Ad hoc Team Health Exercises**
 - **5x5x5** - One on One coaching
 - 15 min (Qtrly) conversation – Rocks / Role / Core Values
 - What else I could I be doing to help? / What do you need?
 - **“What’s pissing you off?” meeting** - Team in a funk?
 - Best held at the “zoom bar”
 - Build a list of issues and IDS (Identify/Discuss/Solve)
 - **“Personal Issues Solving Session”** - Two people not getting along?
 - 3 things they do well / 3 things you’d like them to improve on
 - Build a list of issues and IDS (Identify/Discuss/Solve)

What about virtual meeting challenges?

- **Tips and Tricks**
 - “pin” the speaker screen
 - Snacks and drinks on hand
 - Break together / leave camera on
 - Use hand signals
 - Use breakout rooms
 - Create Teams/Slack/WhatsApp – channel for social or fun or good news
- **Have some Fun**
 - Give a room tour
 - Virtual happy hours (days!)
 - Virtual breakroom
 - Host a Zoom Lunch
 - Several electronic game options
 - Snapchat filters for Zoom
 - Invite a goat to your meeting